| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25388 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In the next two weeks I will practice the listening touch massages on two different infants on our unit that do not have any contraindications. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In the next six months I will teach at least two different parents listening massage techniques appropriate to their childs needs |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one years time I want to have modelled and provided the eduation on the benefits of listening touch massage enough that at least two colleagues have asked me to teach their patients parents listening touch massage |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within the next four weeks I will support parent engagement with their infant by ensuring that if my patient can safely be held skin to skin their parents are empowered to request it because I have taught them the benefits it provides and how we can safely accomplish it.<br><br>Within the next six months I will support parent engagment with their infant by teaching them the listening therapeutic massage techniques (as long as not contraindicated) and how they can work it into their every day care. |
| NTMC25395 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will practice the Listening Touch Massage on two different infants over 34 weeks PMA, who are in the Green Zone of the Care Umbrella. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months I will teach 5 families how to complete a standing transfer for skin to skin holding. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 1 year I will practice teaching 5 families the Listening Touch Massage on infants over 34 weeks PMA, who are in the Green Zone of the Care Umbrella. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks I will support parent engagement with their infant by showing 2 families how to diaper change in sidling.<br><br>With 12 weeks I will support parent engagement with their infant by showing 4 families how to perform 2 person cares. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, i will implement the Listening Touch Massages on at least 2 babies 32 weeks PMA (as appropriate) before their feeding. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25402 | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months, i will be able to educate parents on the Listening Touch and Massages for at least 50% of my caseload before time of discharge. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 1 year, i will set up a plan to incorporate the Listening Touch and Massages before or after medical procedures, for at least 1 baby on my caseload weekly, as appropriate. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 2 weeks i will support parent engagement of babies 32 weeks and younger by having parents practice hand hugs and intentional static touch during cares.<br><br>Within 6 weeks of working with a family, i will support parent confidence and participation by having them be independent in incorporating touch and massage. |
| NTMC25413 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within the next 2 weeks, I will schedule and hold a discussion with my supervisor to establish clear practice guidelines for performing Listening Touch Massage in my outpatient clinical practice (i.e. hospital specific requirements for documentation, oil use, etc.) |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within 6 months, I will successfully and appropriately perform the "I Love You" massage technique on 5 patients in my outpatient clinical practice.<br><br>Within 6 months, I will confidently and appropriately use the 'I Love You' abdominal massage technique with at least 5 patients and teach at least 2 caregivers how to perform it, confirmed through documentation and caregiver feedback. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within 1 year, I will practice and effectively perform the Listening Touch Massage Techniques on 10 infants in my outpatient clinical practice.<br><br>Within the next 12 months, I will build confidence in using Listening Touch Massage techniques by successfully demonstrating and teaching these techniques to at least 5 caregivers in my outpatient clinical practice, confirmed through observation and caregiver feedback. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 6 months, I will support parent engagement with their infant in our NICU follow up clinic by instructing 2 caregivers in at least one Listening Touch Massage technique.<br><br>Within 8 weeks, I will support parent engagement with their infant by instructing them in the hold, hug, roll technique to improve regulation during repositioning. |
| **NTMC25482** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will become comfortable in providing neonatal touch and massage to 3 infants through repetition/exposure in the next two weeks. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will include/train parents in how to support their baby while in the NICU (I .e positioning, handling, massage, swaddled bathing, reading stress cues, feeding interventions) to improve their self confidence 85% prior to infant discharge from the unit. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will improve neonate handling with the use of hug, hold, and roll during cares for 95% of RNs in NICU in my one year of training RNs. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | In the next two weeks I will support parent engagement by providing support and building confidence during cares.<br><br>In the next four weeks I will support parent engagement by completing swaddled bathing with them and building confidence in this particular task so they can also do it at home. |
| **NTMC25486** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks I will practice LTM on 6 different infants over 34 wk PMA who are in green zone of the CARE umbrella. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months I will educate 5 RN on completion of side-lying diaper changes during two person cares for patients under 28 weeks and are in the Red zone CARE umbrella to promote neuroprotective development. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will educate 20 nurses to be independent on frontal pressure "Hold, Hug, Roll" technique for for preterm infants to for improved position changes to protect patients sensory system development and to increase tolerance of positional changes during cares. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks I will support parent engagement with their infant by teaching them how to complete side lying diaper changes for preterm infants.<br><br>Withing 6 months, I will support parent engagement with their infant by teaching them LTM strokes to provide positive touch experiences and promote parental mental health. |
| **NTMC25489** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | To improve my clinical skills and to improve babies NICU experience, I will perform listening touch massage to 32+ weekers x20 in 2 weeks to those who are appropriate prior to teaching parents |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | To improve family-centered care, i will teach 10 families the principles of listening touch massage to 32+ weekers within 6 months after taking this course |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | To improve overall care, i will have all families with extremely premature infants provide hand hugs, intentional static touch, and OIT in a minimally stim environment at least 1x/week |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | 1) Within 4 weeks I will support parent engagement with their infant by confidently teaching at least 3 families how to provide S2S with a standing transfer<br><br>1) Within 4 weeks I will support parent engagement with their infant by by confidently teaching at least 3 families how to provide swaddled tub bathing |
| **NTMC25510** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks time I will have identified and engaged with at least 5 infants utilizing appropriate Infant Touch and Massage as evidenced by improved vital signs. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | By 6 months I will have provided at least 30 Listening Touch Massage sessions. The infant/s will demonstrate positive physiological and behavioral response as evidenced by improved vital signs. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | With 1 year, I will have become comfortable with incorporating Listening Touch and Massage into my daily practice. I will have utilized my resources available to answer questions throughout the year. I will have begun a formal parent education class in my unit. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks I will support parent engagement with their infant by teaching them appropriate listening touch back massage during cares.<br><br>By approximately 6 months, after I myself feel comfortable with the techniques in practice, I will begin to integrate infant massage techniques into our established well baby class that I currently teach. |
| **NTMC25522** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will provide listening touch massages on all qualifying infants on my caseload in our Continuing Care Nursery.<br><br>In 2 weeks, I will leave bedside signs on 2 infants' cribs over 32 weeks that state "Ask my OT about Neonatal Touch & Massage!" |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months, I will discuss the benefits of Listening Touch Massage with 10 families.<br><br>In 6 months, I will incorporate flexion, containment, alignment, and comfort with transitions out of hydrotherapy sessions or developmental bathing in 10/10 sessions. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will educate/collaborate with all nurses on my pod in our Continuing Care Nursery to promote flexion, containment, alignment and comfort during care.<br><br>(Next year we will tackle the RNICU/higher acuity level babies!) |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | In 2 weeks I will support parent engagement with their infant by facilitating skin-to-skin 4 times.<br><br>In 2 weeks, I will support parent engagement with their infant by describing and demonstrating "Just Be" with 4 infants. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In two weeks, I will utilize strategies from the Listening Touch Massage to educate 3 caregivers on implementation of at least 2 neuroprotective cares for ELBW and/or Micro-preemies. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within 6 months time, I will team with our Developmental Committee to establish education and protocols for new hires and floats to promote age-appropriate neuroprotective and neurodevelopmental cares with use of |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25524 | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within one year, I will collaborate with my neonatal therapy team to establish multimedia caregiver education with use of visuals (i.e., youtube, QR codes) to promote neuroprotective and neurodevelopmental cares within the NICU setting to provide support, encouragement and parent empowerment. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks, caregivers will verbalize and demonstrate 5 neuroprotective/neurodevelopmental strategies with use of handouts and collaboration with neonatal therapy team to increase bonding, decrease stress and engage in caregiving within the NICU setting.<br><br>Within 4 weeks, parents will contribute at least one observation or goal in weekly medical team rounds (i.e., "She calms when provided with a pacifier and hand hugs/massage") for increased participation and empowerment in cares, goal-setting, and planning. |
| NTMC25525 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In the next two weeks I will provide Listening Touch Massage on one or two infants in my unit during a care time encouraging comfort and a positive feeding experience(s) prior to a bottle. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months, I will have provided Listening Touch Massage to dozens of stable infants and providing education to parents at the bedside to encourage parental involvement/bonding. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will be teaching Listening Touch Massage to parents/families inpatient and outpatient settings, empowering parents. I will be educating antenatal mothers on Listening Touch Massage so they will have an active role in the care and developmental wellbeing of their (future) NICU infant. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | 1. In four weeks, I will support parent engagement in their infant's care, by teaching parents how to swaddle bathe their infant. Educating on the importance of containment even in a bath setting!<br><br>2. Within in four weeks, I will educate parents at the bedside how they can stand and transfer their baby safely for skin to skin, using a wrap/scarf or additional staff for support. Building parental confidence! |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25526 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will complete at least three listening touch massages on infants without contraindications within two weeks. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will educate the families of at least 5 infants with feeding difficulties and without contraindications to perform I Love You massage to improve quality scores on IDF scales to 2 or above. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will provide neuro-promotional education to at least 5 staff members regarding the benefits of two person care in support of infants from between 32-36 weeks. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | 1. Within 6 weeks I will support parent engagement with their infant by teaching the backstroke of listening touch massage for the families of at least 1 infant.<br><br>2. Within 12 weeks I will support parent engagement with their infant by teaching the listening touch massage for the families of at least 2 infants. |
| NTMC25527 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within 2 weeks I hope to practice the listening touch massage on at least 3 babies on my unit over 34 weeks PMA who are stable and in the green zone. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Over the next 6 months I will strengthen my listening touch massage practice by providing massage to at least 10 babies, offering 75% of eligible families and documenting infant responses and family feedback. This will also allow practical use of the SENSE program to empower parents with care for their baby. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Over the next year, I will expand my neonatal physiotherapy massage skills by providing regular massage and parent education to at least 40 babies and liaise with my unit around documentation for this. Within a year I will collect data highlighting parental feedback around massage techniques taught at 32 weeks and above on the unit but also what they continued at home up to 6 months PMA. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks parents will demonstrate appropriate handling and positioning techniques in at least 3 daily care activities, guided by me as the physiotherapist.<br><br>Within 4 weeks parents will independently perform a guided listening touch massage session daily demonstrating correct technique and reporting increased confidence when performing babies cares. |
| **NTMC25528** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks I will have completed back stoke and UE and LE massage strokes with at least 7 infants varying in age from 32 -40+ weeks GA. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months I will have integrated into my practice listening touch massage with 100% of my patients who are medically stable and appropriate candidates to benefit from massage. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 1 year I will incorporate listening touch massage for all infants in my care who are medically appropriate and I will teach all parents who I interact with these listening touch and care techniques as appropriate. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | In 4 weeks I will have taught at least 4 parents listening touch back strokes, hold/hug/roll, standing transfer techniques and ventral pressure techniques for ideal neuroprotective care in infants 34 weeks GA. |
| **NTMC25529** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Further develop skill in side lying diaper changes through practice at least 10x over the next two weeks and teach to at least 3 parents. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Will utilize, teach parents, and work to educate staff members on Tight is Not Right principles in developmental care through hands on care demonstration, poster presentation and/or inclusion in Developmental Care Conference for staff. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Make "appointments" with at least 50% of parents of infants on my caseload in the NICU to teach Listening Touch Massage for appropriate infants and provide follow up for questions at a subsequent caretime. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Will support parent engagement with their infant by assisting at least 5 parents in standing transfers in order to encourage skin to skin comfort and participation.<br><br>Will support parent engagement with their infant by utilizing and teaching I Love You massage with at least 4 parents. |
| NTMC25530 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | 1. I will practice Hold, Hug, and Roll on at least 2 appropriate infants in the next 2 weeks.<br>2. I will practice the back stroke, arm stroke, and/or leg stroke on at least 2 appropriate infants in the next weeks. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | 1. I will complete all 3 massage techniques (back, arm, and leg) on at least 20 appropriate infants in the next 6 months.<br>2. I will complete the "I love u" massage on at least 10 appropriate infants in the next 6 months. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will be independent in performing the Listen Touch Massage, the "I love u" massage, and the Hold, Hug, Roll on 100% of babies as measured by a NTMC therapist in our current NICU setting in 1 year time. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | 1. Within 1 month, I will support parent engagement with their infant by teaching them the "I love u" massage for GI emptying for 2 separate families.<br>2. Within 2 months, I will support parent engagement with their infant by teaching them the Hold, Hug, and Roll technique for containment and alignment for 2 separate families. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | By the end of 2 weeks I will have practiced hold, hug roll with 100% of my infant patients.<br><br>I will have changed 100% of their diapers in side lying position.<br><br>I will have undressed my infants using the hold, hug, roll technique. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | By 6 months I will be able to teach my parents listening touch massage.<br><br>By 6 months I will be able to teach my parents I love you massage. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| **NTMC25531** | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | By one year, I will like to see the breastfeeding rate at 3 months go up by incorporating infant listening massage.<br><br>By one year, I will like listening infant massage to be a normal part of infants with jaundice feeding plan. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 8 weeks I will support parent engagement with their infant increasing parental confidence and skills with bathing and diaper changing while incorporating my new learned positioning skills.<br><br>Within 8 weeks I will support parent engagement by empowering families by teaching them new skills: how to just be, the back stroke, leg stroke, and arm stroke. |
| **NTMC25532** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will use the modified swaddle technique to decrease LE extension and promote PO feeding with 8 babies by the end of 2025. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will perform the listening touch massage on 8 babies by the end of April 2026. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will provide education to my other team members regarding benefits of modified swaddle and promoting PO feeding. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | I will demonstrate to 4 caregivers how to perform the Listening Touch Massage on their child by 6 months.<br>I will provide education to 4 caregivers regarding importance of safe sleep prior to their child discharging to home. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In two weeks I will practice the I Love You massage on 2 infant that were born at 34 weeks PMA. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months I will practice the Listening Touch Massage back stroke on at least 3 infants that were born at 36 weeks PMA. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year I will practice Listening Touch Massage arm and leg strokes on at least 6 infants that were born at 36 weeks PMA. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| **NTMC25533** | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | In 6 months I will support parent engagement with their infant, for 5 different families, by supporting skin to skin opportunities for up to six months in the home environment for babies born preterm.<br><br>In 4 months I will support parent engagement with their infant, for 2 different families, by supporting swaddled bathing in home as families transition from the NICU environment into ESIT care in their home. |
| **NTMC25534** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In two weeks, I will practice Listening Touch on at least 3 infants over 34 weeks PMA. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months, I will educate at least 4 parents on Listening Touch Massage strategies (appropriate for their infant's age). |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will work to educate NICU staff on "tight is not right", increase positive touch, and encourage others to certify in NTMC. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 2 months I will support parent engagement with their infant by educating and coaching the I Love You abdominal massage to at least 4 caregivers for improved GI motility.<br><br>Within 4 months I will support parent engagement with their infant by educating and supporting them through Listening Touch Massage strokes for at least 4 caregivers/infants (with age-appropriate techniques). |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Provide swaddle bathing with 2 age appropriate infants with parents at bedside to promote bonding and carryover at home. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Provide inservice to staff regarding the benefits of neonatal touch and massage 4 weeks post course completion. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I would like to provide listening touch massage weekly on 2 patients and document response and improvement in outcomes 50% of the time. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| **NTMC25535** | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | I will support parental engagement with their infant by teaching abdominal massage to reduce gassiness prior to po feeding within 4 weeks.<br><br>I will support parental engagement with their infant by providing back stroke technique to promote neutral alignment and relaxation to infants being treated for neonatal drug exposure in utero within 4 weeks. |
| **NTMC25537** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will implement listening touch massage into treatments as frequently as I can and become comfortable with parent education on listening touch massage by 2 weeks. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will become proficient and effective in providing listening touch massage to back, arms, legs and abdomen to help infants achieve flexion, alignment, ease of movement and comfort and therefore improve neuro development and feeding by 6 months. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will implement education/protocol into our unit for nursing and parents to promote positive touch/handling including, skin to skin holding, two-person cares, standing transfers, side lying diaper changes, swaddle bathing, neuro developmentally appropriate positioning and hug, hold, roll handing by 1 year. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks I will support parent engagement with their infant by teaching massage techniques to promote comfort, alignment and ease of movement.<br><br>Within 4 weeks I will support parent engagement with their infant by assisting with >5 standing transfers for skin to skin holding. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will perform the Listening Touch Arm Stroke Massage on 2 different babies over 32 wks PMA who are appropriate for massage in the next 2 weeks, with the goal of at least 20 reps across all of those sessions.<br><br>I will perform the I Love You Massage on 2 different babies over 32 wks PMA who are appropriate for the intervention in the next 2 weeks, with the goal of at least 20 reps across all of those sessions. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25541 | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will maintain my Listening Touch Massage skills by continuing to perform at least 1 component, at least 1x/week, as patient appropriateness allows over the next 6 months.<br><br>In 6 months, I will educate 70% of the NICU nurses on my shift regarding the roles of the various components of the Listening Touch Massage as well as the I Love You massage in an infant's development/care in order to facilitate interdisciplinary care and encourage them to request massage for the patients who they feel would benefit or parent teaching for families they may note to be particularly disengaged. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 1 year, 100% of the NICU nurses on my shift will verbalize or demonstrate understanding regarding the roles of the various components of the Listening Touch Massage as well as the I Love You massage in an infant's development/care as evidenced by them requesting massage for the patients who they feel would benefit or parent teaching for families they may note to be particularly disengaged. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks, I will support parent engagement with their infant by teaching 2 different parents the Arm Stroke Listening Touch Massage and educating them on the role of the massage in the infant's future motor development, ensuring learning via successful teach-back.<br><br>Within 4 weeks, I will support parent engagement with their infant by teaching 4 different parents how to perform hand hugs, ensuring learning via successful teach-back. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will perform the Listening Touch Massages on 4-6 different infants over the age of 36 weeks PMA. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months, I will perform the Listening Touch Massages on 10-12 different infants who are more medically complex, as young as 32 weeks PMA, requiring some low respiratory support (I.e., CPAP, low flow NC), however autonomically stable and appropriate for a massage. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| **NTMC25542** | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will educate >35 families on the benefits and how to perform a Listening Touch Massage with their infant. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within four weeks, I will support parent engagement with their infant by providing education on how to perform two person cares to decrease stress and promote appropriate state regulation.<br><br>Within eight weeks, I will support parent engagement with their infant by providing education on how to perform an immersion swaddle bath. |
| **NTMC25550** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In two weeks, I will talk with our developmental care committee about a protocol for standing transfers with appropriate infants. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months, I will practice listening touch massage 1-2x/week on infants 35 weeks PMA and older. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will implement use of skin to skin wraps for infants 32 wks PMA or less in our unit working with our volunteer sewing group. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 2 weeks I will support parent engagement with their infant by encouraging hand hugs during care handling at least 1x/day.<br><br>Within 2 months I will support parent engagement with their infant by teaching listening touch massage to at least 5 parents of infants 35 wks PMA or older. |
| **NTMC25553** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will set up a meeting with the clinical manager to discuss use of a safe, green oil to be used for massage on infants when medically appropriate. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months, I will confidently perform the side lying diaper change on all the infants in my NICU caseload. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 1 year I will confidently be practicing the Listening Touch Massage on all the infants on my NICU caseload (when medically appropriate). |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks I will support engagement of parents with their infant by teaching at least 5 set of parents how to confidently perform the I Love You massage.<br><br>Within 4 weeks, I will support skin to skin mother/baby bonding by teaching at least 3 moms how to perform a standing transfer and use a |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25558 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In two weeks I will have provided Listening Touch Massage to at least 4 different babies 32 weeks or older. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months, I will involve at least 10 different parents/nurses/RTs/neonatal therapists in providing 2 person care with me. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will have skin to skin wraps available and all nurses educated on how to us them on my unit. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 1 month, I will support parent engagement with their infant by teaching at least 4 families how to Hold Hug Roll their baby when repositioning in order to provide comfort to the baby and boost confidence in the family members.<br>Within 6 months, I will support parent engagement with their infant by teaching at least 10 families how to swaddle bathe their baby prior to going home. |
| NTMC25560 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will practice on 4 infants >35weeks PMA to complete the backstroke listening touch and massage technique. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months, I will practice my hold hug roll technique on 6 >36wk infants and teach their parents that technique for carryover with reports of comfort from caregivers following education. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will teach 6 parents how to complete listening touch and massage, including being able to provide effective feedback on other positioning/proper technique, on their infants great than 34weeks PMA. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks, I will support parent engagement with their infant by teaching them how to complete the backstroke technique<br><br>Within 2 weeks, I will support parent engagement with their infant by teaching them how to complete the hold hug roll transfer for positioning into prone. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In two weeks I will practice I Love you abdominal massage on 5 infants that would benefit from this intervention with guidance of medical team for patients who are in the green zone. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25564 | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months I will have taught the back stroke massage to 50% of parents/caregivers of patients who are eligible for Listening Touch massage to improve caregiver self efficacy and positive interactions with their child. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 1 year I will educate parents 75% of the time or greater for the importance of skin to skin contact dependent upon patient's gestational age (preterm 6 months, full term 3 months) in order to demonstrate the importance of positive touch. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks I will support parent engagement with their infant by teaching them the importance of skin to skin to help empower families with promotion of bonding and positive touch.<br><br>Within 8 weeks I will help teach 6 families the use of back stroke on eligible patients in the green criteria to help improve parent/caregiver engagement in positive touch and positive interaction for both infant and parent for tummy time. |
| NTMC25567 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In two weeks I will practice LTM on the doll with a trained colleague once and on a baby 3 times. In two weeks I will have started using hold, hug and roll in my practice with parents. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months I will have completed LTM practice on 20 babies with complete or partial LTM. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year I will have trained five families in LTM for their baby and have fully integrated use of hold, hug and roll with all baby interactions in the NICU. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | In two weeks I will have trained 5 parent groups in hold, hug and roll technique.<br><br>In four weeks I will teach 4 parent group about baby potato swaddle and using the just be present technique prior to interactions. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will practice hold, hug, and roll on five different infants over 37 weeks PMA. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months, I will practice the Listening Touch Massages on ten different infants over 34 weeks PMA. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25568 | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 1 year, I will have provided parent education on Listening Touch Massages to eight different families varying in PMA. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks I will support parent engagement with their infant by providing hands on support and education during care routine tasks (e.g., diaper change, temperature check, warming bottle, reading infant behavior, etc.) in 5 families of infants 34 weeks PMA.<br><br>Within 12 weeks I will support parent engagement with their infant by providing hands on support and education for soothing strategies with 3 families of NAS/NOWS infants. |
| NTMC25569 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | 1. Within 2 weeks, I will independently perform Listening Touch massages on 20 infants during my therapy sessions, demonstrating correct hand placement, pressure, and techniques consistent with NTMC guidelines.<br><br>2. Within 2 weeks, I will participate in 20 two-person neuroprotective care sessions, providing appropriate positive touch and containment to reduce infant autonomic stress cues during care. I will apply NTMC guidelines throughout the sessions to promote neuroprotection. . |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | 1. Within six months, I will independently perform swaddled baths for at least 15 NICU infants, demonstrating correct handling, containment, and developmental care techniques.<br><br>2. Within six months, I will independently educate and coach at least 20 parents to perform Listening and Touch massage with their infants, documenting parent participation, technique demonstration, and feedback to evaluate their confidence and skill. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | 1. Within one year, I will independently teach at least 15 parents to perform swaddle baths for their infants, providing guidance on handling, containment, and neuroprotective care. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | 1.. Within 4 weeks, I will support parent engagement with their infant by guiding parents during two-person neuroprotective care sessions, providing coaching on positive touch, containment, and infant regulation.<br><br>3. Within 4 weeks, I will support parent engagement with their infant by assisting and guiding parents during skin-to-skin transfers, coaching safe positioning and handling. |
| NTMC25574 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | To demonstrate knowledge and competency for improved care and outcomes for neonates, this OT will advocate for and educate supervisor and colleagues on x3 different neuroprotective/neurodevelopmentally appropriate strategies to implement in NICU for their hospital system in 2 weeks time. (We currently have OT for feeding, but not other developmental care based service in our level 3 NICU. I'm currently working outpatient and am working towards getting back in the NICU within my new hospital system--previous experience in CVICU/NICU) |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | To demonstrate improved neonatal outcomes, this OT will appropriately provide listening touch massage to x2 new patients, each month, for 6 months. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | To demonstrate improved professional competency and neonatal outcomes, this OT will have provided age-appropriate static touch or listenening touch and massage to x50 infants between the ages of 24-42 weeks PMA within one years time. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | 1. To demonstrate improved bonding and engagement, this OT will educate x4 individuals or sets of caregivers on how to complete a standing transfer in order to provide their family with increased opportunities for skin to skin within 6 months. 2. To demonstrate improved engagement and child emotional regulation, this OT will educate x4 individuals or sets of caregivers on how to appropriately provide their child with listening touch massage when baby is distressed within 6 months. |
| | List your two week professional goal(s): Remember to make it a SMART | In 2 weeks, I will perform the back stroke on 5 infants over 35 weeks PMA |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25576 | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months, I will provide education to 10 caregivers on the importance of skin to skin in the first 6 months for pre term infants |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 1 year, I will demonstrate the effectiveness of listening touch massage on decreasing FLACC scores during care time with 15 infants |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 4 weeks, I will support parent engagement with their infant by demonstrating and teaching hold, hug, roll to 5 parents<br><br>Within 4 weeks, I will support parent engagement with their infant by providing education on swaddled bathing with 3 caregivers |
| NTMC25580 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will practice the I Love You massage on two infants over 34 weeks and the Listening Touch Massages on 2 different infants over 34 weeks. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months I will have found a sewing volunteer and acquired 12 skin to skin wraps to be used on our unit, and demonstrated them at a leadership meeting to educate staff. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will regularly practice infant massage (2 times a week or more), and I will routinely educate parents to positive touch on admit and throughout their stay. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 1 month I will invite 4 families to assist with swaddle bathing, and with in 2 months I will assist 6 different parents in standing skin to skin transfers. |
| NTMC25581 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within 2 weeks I will complete listening touch massage instruction with at least one family and baby who is PMA of >32 weeks. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within 6 months I will complete clarifying conversations with unit eduator and providers (MD and NNP teams) on our unit policy re: holding wiht UAC to improve consistency. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within 1 year I will practice massage with 90% of parents and babies prior to home d/c. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | 1. within 2 weeeks I will demo to 3 families standing transfers with appropriate infants within 1 week of admit.<br>2. Within 6 months, over 75% of our families and staff will consistently complete swaddled bathing with babies who are medically appropriate to |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25584 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will practice the hold hug and roll techniques on 6 different infants over 32 weeks PMA |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months, I will practice the hold hug and roll techniques with my daily caseload over 32 weeks PMA |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will teach other therapists and staff members the hold hug and roll techniques to be used across the unit for infants over 32 weeks PMA |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 2 weeks, I will support parent engagement with their infant by teaching them listening touch and massage<br><br>Within 2 weeks, I will support parent engagement with their infant by teaching and having the parents perform swaddled bathing tasks. |
| NTMC25588 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In two weeks, I will engage with 5 infants that fall under the green developmental care umbrella by completing listening touch and massage to increase automatic stability. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months I will teach side lying diaper changes for 10 or more babies that are less then 28 weeks gestational age to help with state regulation during cares. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will complete 10 or more standing transfers of babies who are intubated or on respiratory support with caregivers to increase time spent in skin to skin for increasing babies' autonomic stability. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 2 weeks I will support parent engagement with their infants by teaching 5 caregivers the I Love You massage to support gut motility and gut comfort.<br><br>Within 4 weeks, I will support parent engagement with their infants by teaching 10 caregivers the Hold, Hug, and roll transition method for assisting parents with getting their infants out of bed. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will complete 10 sessions of listening touch massage with medically indicated infants to promote positive touch, relaxation, and functional movement within 2 weeks of completing the NTMC course. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25589 | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will teach 20 families how to complete listening touch massage with medically indicated infants in my unit to promote parent/infant bonding and decrease parent stress within 6 months of completing the NTMC course. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will provide 50 LTMs to medically indicated infants in my unit in order to increase the intentional comforting touch for infants in my care above the current 5%. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within four weeks I will support parent engagement with their infant by teaching them how to complete two-person cares via hand hugs, containment, facilitating flexion.<br><br>Within two weeks, I will support parent engagement with their infant by teaching them the hold, hug, roll technique for transferring their infant out of bed. |
| NTMC25590 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will learn to adapt NTM to children with SPD and review with each patient/caregiver on my caseload.<br><br>I will practice NTM to increase my ability to 100% return demonstration. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will adapt neuroprotective and neuropromoting strategies to autistic and SPD kids on my caseload. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will learn to adapt NTM to adult patients with 100% proficiency. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Emphasizing the bonding benefits of skin-to-skin.<br><br>Encouraging participation in care time as appropriate. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks I will collaborate and review the back, leg, and arm strokes with a NTMC colleague to ensure my competency following this training with a fist to 5 score of 4 or higher for my comfort level |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months I will have completed Listening Massage on 3 (as appropriate and applicable) infants whether in the NICU setting or in outpatient follow up with a fist to 5 score of 4 or higher in my comfort level |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| NTMC25594 | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 1 year I will have assisted with 6 swaddle baths with a fist to 5 score of 4 or higher on my comfort level |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | 1. Within 1 year I will support parent engagement by assisting with a skin to skin standing transfer with a comfort level of 4 or higher on a fist to 5 scale.<br><br>2. Within 6 months I will support parent engagement by educating and supporting a caregiver to complete Listening Touch Massage with a comfort level of 4 or high on a fist to 5 scale. |
| NTMC25595 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will use the Listening Touch Massage Strokes (as applicable) with at least one patient in the NICU and feel a 4 or 5 (Fist to Five). |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months, I will use the Listening Touch Massage Strokes (as applicable) with at least six patients in the NICU and discuss my comfort level with at least one other NTMC trained therapist in our unit. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will personally feel a 4 or 5 (Fist to Five) completing at least 3 swaddled baths and 3 skin to skin transfers. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | 1. Within two months, I will support parent engagement by educating on the importance of vertical rocking (head to toe) for an infant at least 36 weeks of age.<br><br>.2. Within two months, I will support at least one family in learning Listening Touch Massage strokes prior to discharge. |
| NTMC25596 | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 2 weeks, I will utilize sidelying diaper changes on 100% of the premature infants in our NICU. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 6 months, I will practice listening touch massage with four babies over 34 weeks gestation in our NICU in order to provide increased positive touch to each baby. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | Within one year, I will teach one parent/family how to complete listening touch massage with their baby over 34 weeks old in order to increase their positive caregiving touch with their baby and confidence. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within 3 months, I will initiate skin to skin daily with one baby and MOC/family while baby is doing gavage feeds in order to increase MOC's comfort and confidence in caring for her baby.<br><br>Within 6 months, I will educate a family/parent on how to complete listening touch massage with their baby over 34 weeks in order to increase baby's comfort and parent confidence. |
| **NTMC25599** | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will be confident providing developmentally appropriate listening touch massage for 3 or more infants that are >=32 weeks gestation age, in next 2 weeks |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In the next 6 months, I will assess, understand and discuss the current care practices in the NICU (that changed from level II to level III in the recent years), to reduce infant stress/trauma at various levels of care, and improve awareness of advantages/need for increased therapeutic touch time for each infant. |
| | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | I will master the skills to assess and provide appropriate listening touch and massage and neuro protective/promotion care practices to infants of various ages in level III NICU in the next 12 months, to ensure improved state regulation that in turn will improve parents/infant bonding and improved neuromotor and sensory development. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | In next 2 weeks, will educated parents of a current 34 week patient born at 28 weeks, with listening touch massage techniques, and ensure independence with clear understanding of the benefits.<br><br>In next 12 weeks, will educate nursing and therapy staff to emphasize on daily skin-to-skin care for at least 80% of the caseload, to improve parent/infant bonding, improve parent comfort and confidence with infant care, and minimizing pain and stress for infants. |
| | List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In 3 weeks, I will independently practice the Listening Touch Massages on 10 difference infants over 35 weeks PMA. |
| | List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In six months, I will work with the medical team to create a protocol for implementing the Listening Touch Massage for baby's over 35 weeks PMA in our unit. |

| NTMC # | Question | Your Goal Response |
|---|---|---|
| **NTMC25600** | List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based) | In one year, I will work with the medical team and nursing staff to include therapists in 70% of opportunities to complete swaddled bathing and skin to skin in our unit. |
| | Formulate two goals of how you will support parent engagement in their infant's care. (i.e. Within 4 weeks I will support parent engagement with their infant by _____. Please write two separate goals of how you will do this!) | Within one month, I will support parent engagement to perform the "I Love You" massage with three families.<br><br>Within three months, I will support parent engagement with their infant by assisting with skin to skin transfers for three families. |