NTMC #	Question	Your Goal Response
NTMC25500	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 want to educate 6 parents on 2 person caretimes and how to "just be".
	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 want to start an education program on my unit on trauma-informed care, positioning, and stress cues.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, I want to be proficient in guiding parents through the listening touch massage and I want to be a developmental care resource to other nurses.
NTMC26022	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 intentionally practice and become more aware of Just being, and provide hand hugs with every baby I evaluate/treat.
	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 back, arm and leg massages to six babies over 35 weeks and who are in the green zone, every week.
	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 provided infant massage care to at least 10 parents who have babies in the green zone.,
NTMC26023	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 provide LTM on 2 different NAS babies, in order to improve ability to participate in feeding participation.
	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 60% of my NICU/MOMB families on Hold, Hug and Roll, on a weekly basis.
	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 complete all NICU/MOMB cares with use of Hold, Hug and Roll.
NTMC26025	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Utilize listening touch massage in order to enhance state and alignment prior to outpatient feeding sessions with NICU grads, as opportunities allow with appropriate candidates.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Teach 12 parents at least one listening touch massage technique in order to help prepare them for optimal participation in bottle feeding.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Use listening touch massage when appropriate in treatment sessions and teach parents to use the same techniques at home. At least 25 families.
	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 practiced Listening Touch Massages on four different infants over 35 weeks PMA.

NTMC #	Question	Your Goal Response
NTMC26027	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 taught at least six parent / caregivers Listening Touch Massage during their NICU stay.
	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 consistently providing CARE practices based on the Neurodevelopmental CARE Umbrella principles to infants from 28 weeks to term.
NTMC26028	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 Massages to 4 infants struggling with feeding issues 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 6 months, I will be able to incorporate Listening Touch Massage with 50% of my patients as it relates to my role as a feeding therapist in the NICU.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, we will discuss as a team how to incorporate Listening Touch Massage with our families as it relates to feeding our NICU babies.
NTMC26029	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will practice the Listening Touch Massages on five different infants over 35 weeks PMA. I will practice Hold, Hug and Roll when moving and picking up an infant. I will discuss with my Manager approval for massage oil for use with Listening Touch Massages. I will help parents with Skin to Skin holding.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will have practiced the Listening Touch Massages on over 20 different Infants over 34 weeks PMA and teach parents how to practice Listening Touch Massages on their infant. I will assist and practice with parents standing skin to skin holding.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will practice Listneing Touch Massages weekly and as needed to infants that qualify under the Neurodevelopmental Care Umbrella. I will incorporate Listening Touch Massages within my Clinical Ladder performance.
NTMC26030	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 Massages on 8 different 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 6 months, I will train parents in standing transfer for skin to skin contact of infant < 28 wks PMA.

NTMC #	Question	Your Goal Response
	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 competent with educating and empowering families and other NICU staff for complete Listening Touch Massage as it relates to an infants functional needs.
NTMC26031	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within 2 weeks will set up time to practice in NICU the loving touch massage.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	WIthin 6 months support hospital with program for NAS mom/baby.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within one year integrate NTMC into EMR.
NTMC26032	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next month, I will implement neonatal massage with a infant with PSE and provide parent education on sensory supports that promote feeding.
	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 support the primary NICU team with an organized list of resources and reference packet to support NICU-wide culture change for neuroprotective best practice.
	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 one shift in NICU to implement these interventions and maintain clinical skills.
NTMC26033	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 performed Listening Touch Massage on 5 infants in the NICU in the presence of 1 of my co-workers (who also took the course) to assure proficiency. In two weeks I will review the modules from the online learning to enhance my understanding of the whys of Neonatal 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 have meet with my team of PTs 3 times to establish guidelines and patient goals for Listening touch massage for consistency of care in an enhanced practice in the NICU.
	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 taught 50% of the NICU nurses how to perform the hold hug roll transfer.
	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 perform 100% of infant handling with the neuroprotective hold hug roll technique to improve proficiency and comfort with this skill across all transitions.

NTMC #	Question	Your Goal Response
NTMC26034	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 performed Listening Touch Massage with at least 20 infants in the NICU with a variety of diagnoses, including back, arm, leg, and I Love You strokes, to improve proficiency and comfort level with this task.
	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 performed Listening Touch Massage techniques with at least 10 babies with a gestational age of 32-34 weeks (as appropriate) to become more confident performing these techniques with younger infants.
NTMC26035	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 be able to incorporate Listening Touch Massage with babies 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 be able to teach parents how to use listening touch massage and hold, hug, roll transitions easily.
	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 able to use listening touch massage on babies of varying ages with confidence.
NTMC26037	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Provide LTM to 6 babies in the NICU in the green zone.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Teach 20 parents LTM to their baby for improved bonding and parent empowerment.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	To establish a unit-wide change on intentional touch for all touch-times for infants in red, yellow, and green zones.
NTMC26038	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Initiate "just be" approach 100% of trials for 20 consecutive treatments in order to incorporate this as a routine practice.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Attempt hug hold roll technique in 100% of trials for 20 consecutive shifts in order to incorporate this as a routine practice and to be able to verbalize this repositioning technique for families.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Practice professional listening touch massage language 100% of times when families present in order to provide engage families
	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 Listening Touch Massage on 8 different infants in the green zone over 35 weeks PMA.

NTMC #	Question	Your Goal Response
NTMC26039	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 teach at least 5 parents in the Listening Touch Massage for babies over 35 weeks, in the green zone.
	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 "Just Be", talk, touch then move and hold, hug, and roll to all of our unit nurses.
NTMC26041	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next 2 weeks I will practice Listening Touch Massage on 3 different infants who are in the green section of the umbrella.
	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 practice Listening Touch Massage on at least 20 infants in either yellow or green sections of the umbrella so that I will be competent and confident in teaching parents how to perform LTM on their own 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 assist the developmental care committee in implementing Hug, Hold, Roll during cares.
NTMC26043	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	practice back stroke infant massage with 4 babies in NICU with a certified NTMC observing to give feedback for correct methods within 2 weeks with 100% positive feed back
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Self measured comfort with providing back stroke, arm and I love you to more than 30 babies with parents observing 25% of the time and instruction given to parents by this OT in order to improve parent involvement in baby care.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Comfortable discerning and able to determine what type of massage will provide functional improvement in baby function, with positive outcomes observed 75% of the time including, self calming feeding or less SNS response to medical care within one year
NTMC26044	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	SLP will facilitate the hold, hug, and roll procedure 6 times during developmental clinic assessments with 80% accuracy within the next 2 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	SLP will perform Listening Touch Massage prior to 50% of feeding treatments, when indicated and applicable, within the next 6 months.

NTMC #	Question	Your Goal Response
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	SLP will incorporate direct administration of Listening Touch Massage and education to caregivers in 80% of appropriate clinical settings (NICU, outpatient feeding, developmentla team, feeding team, etc) within the next year.
NTMC26045	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 preform 3 partial massages on infants at least 34 weeks of age in the green zone!
	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 3 families how to preform listen and touch massage before they are discharged.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In a year I would like to teach at least 1 coworker how to preform listen and touch massage on an infant in the green zone.
NTMC26046	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 the hold -hug-roll consistently (100% of the time) when handling and positioning all babies In 2 weeks, I will practice the listening touch massage on at least 2 different babies 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 6 months, I will demonstrate competency in listening touch massage (back, arm, leg, or I L U stroke) into treatment sessions & track pre and post interventions markers (HR, state regulation etc) ~ 75% of the time
	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 staff regarding consistent swaddle baths for all pre-term babies (currently every RN does baths differently)
NTMC26047	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, I'll practice "I Love You" massage on 4 infants that meet criteria and would benefit.
	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 Listening Touch Massage to at least two babies who meet criteria (green zone) each week to ensure I hone my skills.
	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 a formal presentation to nursing staff to provide education and recommendations to improve developmental care in our NICU. This may include information regarding sensory support, how therapy can assist with two handed cares, benefits of parent involvement, importance of skin to skin care, and identifying infants who will benefit from Listening Touch Massage for referral to PT.
	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 Massages on 5 different infants >34 weeks corrected gestational age.

NTMC #	Question	Your Goal Response
NTMC26048	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 given at least 50 infants a Listening Touch Massage.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 1 year, in collaboration with nursing, management, and the team, I will have increased the amount of skin to skin holding by 50% in the Satellite NICU that I work in.
NTMC26050	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	1. Within the next two weeks, I will successfully perform at least one standing transfer with a parent for an infant 32 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within the next six months, I will independently perform at least 20 Listening Touch Massages on medically stable infants, ensuring appropriate developmental readiness and contraindication screening.
	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 function as a resource nurse for developmental care by confidently teaching and supporting parents and peers in techniques learned in NTMC. I will demonstrate this by precepting or educating staff/parents during patient care, participating in at least one developmental care learning opportunity, and incorporating neuroprotective care principles into all assignments.
NTMC26055	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 listening touch massage on 5 infants 32 weeks and older.
	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 10 families how to perform listening touch massage on infants in my care 32 weeks 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 assist 30 parents with standing transfers and skin to skin holding of their infants with the infant maintaining stable vitals.
NTMC26056	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 perform the back stroke from the Listening Touch Massage on 3 different infants with primary diagnosis of NAS.
	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 "I love you" abdominal massage on 25 infants who are experiencing abdominal distension and cleared by medical team for massage.
	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 a policy to increase the amount of swaddled bathing offered to infants 32 weeks and older who are stable on their current respiratory support.

NTMC #	Question	Your Goal Response
NTMC26075	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within two weeks, I will refine my clinical use of Listening Touch by intentionally adjusting pressure, pacing, and starting/ending hand placement during massage with at least three infants â‰¥35 weeks PMA.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within six months, I will consistently incorporate Listening Touch Massage into individualized developmental care plans for at least 12 infants â‰¥35 weeks PMA, using infant cues to determine timing and duration, and coach parents in recognizing readiness and stress signals during at least six parent-present sessions.
	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 support consistent use of NTMC-based touch in my unit by modeling red- and green-zone identification and cue-based Listening Touch Massage for families and staff, serving as a clinical resource for cue-based touch.
NTMC26076	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	By two weeks, I will be using hold, hug, and roll in 100% of my transfers.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	By six months, I will have taught 10 families Listening Touch Massage.
	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 implemented a protocol to use oil safely in my unit with therapies, families, and nursing staff.
NTMC26083	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks will practice ILU massages on 5 different infants.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	By the end of 6 months, I will help 10 caregivers complete standing skin-to-skin transfers on infants over 29 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 educate 3 different residents on stating 3 benefits of Listening touch massage.
NTMC26088	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, SLP will facilitate the hold, hand, hug 6 times during developmental clinic assessment with 80% accuracy
	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, SLP will perform Listening touch massage prior to feeding treatment in 50% of opportunities given that the patient is appropriate for massage.

NTMC #	Question	Your Goal Response
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	SLP will utilize listening touch massage in 80% of treatment and evaluation opportunities with infants in the green zone over the next year.
NTMC26095	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 Listening Touch massages on at least 3 different infants in the green zone over 34 weeks.
	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 at least 50% of our day shift staff how to complete a side lying diaper change.
	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 teach at least 75% of our day shift staff how to complete a hold, hug, and roll for safe transitions during repositioning.
NTMC26096	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 Listening Touch back stroke massages to at least 3 infants in the green zone with minimal intervention from supervising therapist. In 2 weeks, I will assist in at least 2 standing transfers with intubated babies given minimal cues from supervising threrapist.
	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 completed at least 3 standing transfers with intubated patients without need for intervention from supervising therapist. In 6 months, I will be completing at least 3 Listening Touch Massages weekly on patients over 35 weeks of age, without cues from supervising therapist.
	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 be supervising other SLPs and OTs that have taken the NTMC course to meet their individual goals. In 1 year, I will be completing at least 3 Listening Touch Massages weekly on appropriate patients over 32 weeks without need for cues from supervising therapist. In 1 year, I will be attending daily rounds to identify appropriate patients for Listening Touch Massage.
NTMC26097	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 at least 6 listening touch massages on 36+ infant in green variable category.
	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 at least 1- listening touch. massages on infants 32+ CGA in yellow variable category as appropriate for the individual infants.

NTMC #	Question	Your Goal Response
	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 at least 10 families listening touch massages as appropriate for their infant.
NTMC26160	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 practice the listening touch massage on 4 different infants in the green zone.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within the next 6 months, I will coach at least 6 parents to provide listening touch massage with their infant (where appropriate) and gain feedback.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within the next year, I will have an established standing operating procedure to offer 70% of eligible and interested parents on the NICU at least one coaching session to learn the listening touch massage for their infants.
NTMC26161	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 implement hold, hug, roll technique when handling and supporting changes in position for 10 babies in the 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 have reviewed our units' guidelines and policies in regards to massage and usage of oil. I will have completed 15 Listening Touch Massages on term infants +/- oil.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one year, my colleagues and I will meet with unit managers/nurse educators/clinicians to present the literature and benefits of massage and begin discussions on how to implement.
NTMC26167	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 massage techniques (back, arm and leg strokes) on 5 infants in the NICU.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within the next 6 months I will work with management and IP&C to support myself and my other OT and PT colleagues in utilizing neonatal touch and massage practice in the Calgary zone NICU's. This would include practicing techniques and being able to coach families.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next year I will have increased my confidence (now 3 out of 10) to 8/10 in teaching families in the NICU positioning, handling and massage techniques to support neuroprotective care and neuro development.

NTMC #	Question	Your Goal Response
NTMC26169	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	1) Promoting skin to skin. 2) Encourage parents to implement a curated sensory/multimodal experience (e.g. consider trying one thing before moving to skin to skin like tummy play time, bathing, oral or feeding care) with their babies, pending baby's alertness, engagement, stamina, etc. 3) As warranted, try to reduce sensory stimulus to allow for better, more protected sleep.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	1) We need to developed a working framework so all of us with NTMC training are implementing the same techniques across the different NICUs we work in (our NICU therapists are regionally based not site specific). So we say and do the same things which will help us establish this practice across sites. 2) We have to educate our colleagues (medical/nursing primarily) to support our implementation of massage techniques, and that perhaps we have a 'pre/post' massage criteria to help us demonstrate the benefits of using massage. (NB: our access to patients is referral based typically via physician or nursing).
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	My one year professional goal would be that I will feel comfortable and competent in implementing massage, and be able to teach parents, regardless of the medical complexity and/or GA. There is so much to remember or consider, I feel I will be constantly referencing my notes!
NTMC26170	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 hold, hug and roll technique with 5 different infants between 32-40 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 elements of the Listening Touch and Massage on at least 10 infants between 32-40 weeks as appropriate for their age and diagnosis.
	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 practiced the Listening Touch and Massage on more than 20 infants, and will teach the massage to parents of an infant.
	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 education to 2 sets of families within our Infants in BLOOM program.

NTMC #	Question	Your Goal Response
NTMC26175	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 develop further education in the infants in BLOOM care plan for Listening touch and massage to be incorporated in the program.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Achieve a report to see the data of benefits on how this massage has assisted our families in the infants in BLOOM program.
NTMC26192	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 identify which babies in the NICU would benefit from listening touch massage and perform it on at least 5 different babies if 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 have gained confidence in teaching caregivers how to perform listening touch massage on their baby.
	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 present additional/new research regarding listening touch and massage to at least 50% of the NICU staffers.
NTMC26207	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 provide listening touch massage with 3 babies >34wks PMA. In two weeks I will help to facilitate two neuro-protective standing transfers with parents/caregivers for babies >28wks 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 teach 3 sets of parents/caregivers how to perform listening touch massage with their babies. In six months I will teach 2 sets of parents/caregivers how to provide neuro-protective swaddle baths for their babies.
	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 our leadership team to coordinate obtaining/creating skin to skin wraps to be provided to each of our NICU families.
NTMC26232	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 preform a touch and listening massage on atleast 4 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 the next six months I will include information on developmentally supporting touch and repositioning in one of our developmental care committee meetings.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the next one year I will teach atleast 10 families listening touch massage with their babies.

NTMC #	Question	Your Goal Response
NTMC26236	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 massage on three different 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 three families on listening touch and massage with their infant older than 34 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 incorporate listening touch massage into my plan of care for >50% of appropriate babies.