NTMC #	Question	Your Goal Response
NTMC26094	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Complete neonatal touch massage with at least 1 baby each shift that I work in the next 2 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will feel comfortable completing neonatal touch massage on infants independently and will have taught 3 different parents how to engage their infant in touch massage.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will support my NICU in obtaining skin to skin wraps by working with nurse management and having all parents using wraps during skin to skin.
NTMC26152	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 the hold, hug and roll technique with every baby that I am working with in the nursery to gain confidence in my use of this technique. In 2 weeks I will have practised the listening touch massage strokes on 2 appropriate infants in our nursery to start building my skills. In the next 2 weeks I will find and review our network policy for positioning of 27 and 28 weekers in our unit (with regards to midline head position). I will ask 5 nurses if they are aware of the importance of midline head positioning in these infants and that they must not be positioned in prone. This will enable me to establish our baseline position in this area. In the next 2 weeks I will check the nappies of all the babies that I work with to get an understanding or how tight we are putting on nappies on our unit and whether this needs to be reviewed.
	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 practiced hold, hug and roll and the listening touch massage strokes on a minimum of 20 babies and be confident to teach parents these techniques. In 6 months I will have established our unit's position on using oil for massage through discussion with our lead nurse and our consultants. In 6 months I will have taught all of our nursery nurses how to swaddle a baby potato rather than a baby burrito and helped them to understand why this matters. In 6 months I will have investigated sources to purchase gel pillows and skin to skin wraps and investigated potential funding options for these.
	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 offer listening touch massage to all appropriate babies from 32 weeks gestation, whereas currently we can only offer IAIM baby massage from 37 weeks gestation. In one year hold, hug and roll will be embedded into my daily practice and I will be modelling this care every day I am on the unit.

NTMC #	Question	Your Goal Response
NTMC26153	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 created a smart list of 5 parent based training goals to foster inclusion of parents in the care of their infant in the NICU and chosen 1 parent to begin the Commit to sit session to achieve at least one of these goals. In two weeks, I will have performed 5 listening touch hands on sessions with babies that are already in prone and appropriate for Listening Touch Back massage and noted their responses (neg or positive in my notes).
	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 25 sessions of Listening touch massage with infants and will have completed 3 separate sessions of hands on training with at least 3 families prior to the infants DC. In 6 months I will have created smart phrases in our EPIC system that accurately reflect the purpose, technique and response of the infant to accurately reflect the professional nature and efficacy of an NTMC certified clinician and encourage at least one other colleague in our system to complete this training. (This is a cheat goal bc Ive already encouraged a colleague to take it with me, but will recruit more)
	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 attended at least 2 NICU support groups to teach parents of NICU infants how to provide the " listening hands" Back, arm and leg techniques in order to foster parent bonding, and be available to assist these parents as they visit then NICU to practice these techniques prior to the infant's discharge. In one year, I will participate in a community event that teaches infant massage to mothers who are involved in community based clinics who would not otherwise have access to such care and family support. (community health clinics or parents who are in social services parent classes by court order)
NTMC26154	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 three different occasions with NICU graduated toddlers for the functional purpose of increased co-regulation and bonding. (Outpatient peds therapist)
	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 the Listening Touch Massages to five different families with NICU graduated patients for the functional purpose of increased co-regulation and bonding. (Outpatient peds therapist)
	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 demonstrate improved technique and confidence utilizing the Listening Touch Massage, and relevant related theories (NDT, Trigger point release, myofascial release, etc) to at least 10 patients. (currently not using any massage/manual practices) (Outpatient peds therapist)

NTMC #	Question	Your Goal Response
NTMC26158	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 educate a minimum of 2 different therapists on my team strategies for safe sleep practice for babies up to 6 months.
	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 created a FACT sheet on the benefits with Listening Touch Massage for pre-term infants up to 6 months. to provide referring physicians and families.
	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 an in-service to my peers on infant positioning and massage strategies for appropriate pre-term to 6 months infants.
NTMC26163	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	practice back stroke, arm and leg stroke on my grandson the next time I have time with him.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	teach Mabel's mom at her next appointment the I Love You massage to help her pass BM when constipated.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	when working with infants in my practice I will talk soft before touching, touch before moving, and move them in a developmentally-appropriate manner.
NTMC26168	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 on two infants which may be a NICU grad or term baby who I think may benefit from massage. In two weeks, I will create a handout for families of newborns describing the benefits of Infant massage for all newborns and discuss newborns who will especially benefit from massage e.g. fussy infants and those with feeding problems of various kinds. In two weeks, I will start on creating a presentation for parents and expectant parents about neonatal massage and its benefits In two weeks, I will have completed a handout on WHO recommendations on skin to skin for term and preterm infants. Will include duration and list of benefits
	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 created a presentation for expectant parents and new parents that I may hold for our patient population of our clinic. Will include a demonstration including a part of the program in which they practice on their own baby. By six months, I will have had at least 3 classes on infant massage at or clinic. By six months, I will build time in to my clinic schedule for 2-3 infant massages a week.
	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 be offering neonatal massage classes every month for our clinic.
	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 Listening Touch Massage and Principles with 5 different infants over 32 weeks PMA. In 2 weeks I will utilize the Hold, Hug, Roll maneuver to safely reposition (or hold out of the crib) 5 different infants over 34 weeks PMA.

NTMC #	Question	Your Goal Response
NTMC26171	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 become confident in teaching parents/caregivers listening touch massage strokes and principles, as evidenced by parent's comfort/competence using teach back method. By 6 months, I will present to our RN staff the role of Neonatal Therapy at bedside for "red zone" babies ,and how this differs from yellow or green zone babies. (For reference, I actually need to do this in about 5-6 weeks! So this course is *chefs kiss* perfect timing!).
	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 discuss with unit leadership leaving the bell of the stethoscope inside the isolette to decrease pain/stress during auscultation In one year, our NICU team will discuss with unit leadership utilizing approved emollients to reduce friction of gliding stroke massage.
NTMC26174	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 LTM on four different infants over 34 weeks GA. I 2 weeks, I will be consistent with using the new swaddle technique with hip/knee flexion and folding up the lower fold first with infants over 34 weeks and appropriate for swaddling
	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 integrate neonatal touch and massage techniques into routine developmental care for eligible infants in my NICU by performing or guiding caregivers in at least 3 sessions per week and documenting the intervention as well as the infant's response to promote neurodevelopmental outcomes and parent bonding. With six months, I will educate at least 10 staff members on sidelying diaper changes and well as the reasoning behind the technique.
	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 give an inservice to NICU staff regarding one of the modules from our pre-course instruction modules and develop and give a post-quiz to ensure understanding.
NTMC26179	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 three different infants.
	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 the Listening Touch Massage to at least five families of NICU graduates.
	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 an in-service for at least 5 early intervention co-workers regarding techniques for providing frontal pressure when handling infants.
NTMC26181	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 and Massage on 3 different infants over the 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 teach the Listening Touch and Massage to 4 parents of infants in my NICU over 34 weeks 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 practice the listening touch and massage on 12 infants over the 34 PMA.
NTMC26183	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	My goal would be to identify 3 infants on our unit in the next two weeks who meet criteria for infant touch and massage and who would benefit from gliding strokes to improve alignment for feeding readiness.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In six months I plan to meet the goal of providing 20-25 massages to appropriate infants so I can then start to teach and provide education to families on how to perform massage on their infant.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within my first year of being certified as an Infant touch and massage therapist, I will be able to confidently teach 50 families how to use massage to improve their own and their infant's quality of life, improve feeding skills in the infants, and improve overall bonding and wellbeing of the families I work with.
NTMC26189	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 four 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 month, I will be confident to practice the Listening Touch Massages for different gestational 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 start to teach the mothers how to practice the Listening Touch Massages for there babies
NTMC26193	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 four different infants over 34 weeks PMA. In 2 weeks, I will practice the side-lying diaper change and the hand/hug transfer at least once per patient per shift.
	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 massages for a minimum of 25 times on different infants. In six months, I will create a skills day for my colleagues to practice neuroprotective positioning/swaddling.
	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 established a NTMNC champion team that has developed a written action plan outlining 3-5 neuroprotective behaviors to implement on our unit. (We already have several certified RNs - yay!)
NTMC26195	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will practice listening touch massage on 5 babies in the next 3 weeks. I will perform 5 sidelying diaper changes in the next 2 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will teach 5 parent how to perform sidelying diaper changes. I will practice Listening Touch Massage on 20 babies.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will teach 5 RNs how to perform sidelying diaper changes I will practice 2 person care with another professional

NTMC #	Question	Your Goal Response
NTMC26201	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will perform 10 listening touch massages (as a whole or in parts with appropriate positioning techniques.
	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 practice listening touch massage at least 5 times per 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 improve developmental positioning practices for NICU infants by completing at least one evidence-based training and implementing standardized positioning strategies with 90% of infants on my caseload.
NTMC26202	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 (by the end of March), I will provide a Listening Touch Massage to 2-3 babies in the NICU to develop my skills.
	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 have developed my Listening Touch Massage skills much further, integrated this into my daily practice, and have begun teaching it parents/caregivers.
	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 enough to support our NICU staff (especially new graduate nurses) on proper techniques and integrating Listening Touch Massage into their own practice with their patients.
NTMC26204	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 be using hand hug roll for all position changes on all infants under my care.
	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 2 handed cares on all infants under 28 weeks when feasible.
	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 feel competent in integrating listen touch massage in my practice at least once a week.
NTMC26205	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will do hand hug roll on all my patients.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will try and get 20 massages in.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will feel competent to do at least once a week touch massage on my babies.
NTMC26208	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 Listening Touch Massage with 5 different infants, adjusting interventions based upon their gestational age and medical 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 educate 3 families (whether parents or other caregivers) on Listening Touch Massage, to aid in connection and responsiveness to infant cues.
	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 provide opportunity for education on Listening Touch Massage to all parents/caregivers on my caseload when providing them introduction to therapy's role within the NICU.

NTMC #	Question	Your Goal Response
NTMC26210	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 and massage back stroke on 3 infants over 34 weeks PMA who are in the green zone of the care umbrella In 2 weeks i will practice arm/leg strokes on infants over 34 weeks PMA who are in the green zone to reduce tightness and promote improved ease with diaper changes.
	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 2 nurses on purpose and role of listening touch and massage and its benefits for infants 34 weeks and above that fall under the green care umbrella
	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 plan to make handouts for our unit on the I LOVE YOU massage in order to educate parents on their infant as needed at 34 weeks PMA and beyond as applicable.
NTMC26212	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 implement therapeutic Listening Touch massage to support feeding readiness in at least 8 infants over 32 weeks gestational age in the CCN unit, collaborating with the speech therapy team and documenting infant tolerance and feeding response following the intervention.
	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 provide Listening Touch infant massage education and a written parent resource to at least 10 NICU families who express interest. I will offer follow-up coaching to ensure parent confidence, with the goal of each participating parent independently completing at least 20 Listening Touch massage sessions with their infant. I will document caregiver progress and confidence, and gather informal feedback on infant responses to the massage. This goal is to begin after I myself have completed 20 therapeutic listening massages independently.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within 12 months, I will integrate two-person caregiving strategies into infant care whenever clinically appropriate and provide education and hands-on coaching to at least 12 families of preterm infants on two-person caregiving, Listening Touch infant massage, and the importance of continuing massage and skin-to-skin contact through the first 6 months of life. Families will receive written resources and guided practice, and caregivers will demonstrate confidence and independent use of at least one technique prior to discharge. I will collaborate with nursing and therapy staff to support consistent use of developmental care techniques and reflect on outcomes for both infants and caregivers.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Identify 10-15 infants on my case load that would be appropriate for infant touch in massage in the next two weeks.

NTMC #	Question	Your Goal Response
NTMC26216	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 teach 5 families how to perform listen touch and massage on 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 consider myself proficient and confident to perform infant touch and massage on 90% of babies that are appropriate that I treat
NTMC26218	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Therapist will position baby in prone 5x that are over 32 weeks PMA Therapist will use Listening Touch Massage on 5 different babies over 36 weeks PMA
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Therapist will be able to teach parents 1 different massage techniques to their baby that are 34 weeks and older x3
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Therapist will teach parents 3 different massage techniques that they can do with their baby for baby 34 weeks and older x3
NTMC26219	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Shadow trained staff in NICU to observe 5 sessions of massage with patient and complete 5 sessions with patient with direct supervision by 2 weeks
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Will provide instruction to 2 parents after completing 20 practice sessions.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Will support staff development of 2 patient education materials and improved access to supplies as well as support patient care as needed.
NTMC26230	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will start my cares with hand hugs for all patients 90% of the time in 2 weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will teach 5 parents how to do listening touch massage for their baby in 6 months.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will do swaddle bath with all patients greater than 32 weeks 85% of the time in one year.
NTMC26231	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Complete each type of massage (arm stroke, leg stroke, back stroke and i love you massage) on 2 late term or full term infants within two weeks.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Complete 2 person cares on a 28 week old infant 10 times within 6 months.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Have 80% of my caseload families trained in listening touch and massage within one year.
	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 apply at least 2 Listening Touch Massages during a minimum of 3 NICU treatment sessions noting baby's responses and cues.

NTMC #	Question	Your Goal Response
NTMC26240	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 incorporate at least 3 Listening Touch Massages into NICU treatment sessions, implementing them with at least 10 infants in order to effectively educate & support caregiver involvement with the infant.
	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 successfully participate in a quality improvement plan to increase caregiver involvement with Listening Touch Massage during treatment sessions by 25%.
NTMC26241	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 6 different infants over 36 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 intermittently during treatment of inf over 36 weeks of age - while reading and adapting to infants needs.
	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 the Listening Touch Massages intermittently during treatment of inf over 34 weeks of age - while reading and adapting to infants needs.
NTMC26242	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks, OTR will teach 4 families Listening Touch Massage to use on their infants.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, OTR will utilize Listening Touch Massage for 75% of infants >35 weeks PMA.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 1 years, OTR will utilize neuroprotective developmental care for all infants in the unit on caseload.
NTMC26248	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 six different infants over 36 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 teach the Listening Touch Massages to three parents of infants over 35 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 perform the Listening Touch Massages on at least 50% of appropriate infants on my caseload.
NTMC26249	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	1. In two weeks I will practice the Listening Touch Massages on three different 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 teach the Listening Touch Massage to three different parents of infants over 35 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 the Listening Touch Massage on twenty infants over 28 weeks PMA
NTMC26250	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 Massages on five infants 32 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 75% of our RN staff how to utilize hold, hug, and roll to support infants in neurobehavioral organization./regulation during cares and transfers.

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 provide education to 80% of our RN and RT staff on how to facilitate a standing transfer with a parent and utilize a wrap to support parent-baby dyad.
NTMC26253	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In one month, I will practice back stroke on 4 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)	To establish a program that will allow therapist to not only evaluate those referred for neuro-developmental assessment, but to follow with regular session of appropriate treatment including Listening Touch Massage for NAS infants in the NICY
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	To educate both physicians and nurses on the unit of the role that neonatal massage and benefits associated with it
NTMC26254	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 perform the “I love you” tummy massage using coconut oil, on 2 babies that are over 34 weeks 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)	Within 6 months I will perform the back massage on 6 different babies that are stable and 34 weeks or older.
	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 2 co workers how to do the leg massage on a stable baby that is 34 weeks or older.
NTMC26255	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 incorporate Listening Touch Massage on 5 infants in an open crib over 34 weeks of age.
	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 practice listening touch massage in ~50% of the infants that I treat over 32 weeks of age in multiple environments (isolette, open crib, etc.)
	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 incorporated listening touch massage in 95% of the infants I treat in order to prepare infants >32 weeks for my physical therapy sessions.
NTMC26256	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	1, In 2 weeks, I will identify infants on my caseload that are appropriate for Listening Touch Massage. 2. In 2 weeks, I will practice Listening Touch Massage (back, arm, and leg stroke) on six different infants that are full term
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	1. In six months, I will facilitate and lead standing skin to skin transfers with parents for 10 different infants that are intubated and over 37 weeks PMA. 2. In six months I will regularly incorporate side lying diaper changes into sessions during cares. 3. In six months I will educate parents of 10 different infants on listening touch 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)	1. In one year I will be a resource to all NICU providers (RNs, RTs, PT, OT, SLP, parents, etc) in promoting neurodevelopmental and neuroprotective cares. 2. In one year, I will implement Listening Touch massage with 75% of my caseload. 3. In one year, I will utilize flexion, containment, and alignment strategies with all transfers, handling, and positioning.
NTMC26257	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will practice the massage techniques at least 20 times prior to teaching parents within 7 days of taking the course.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will be able to teach parents listening touch massage as part of the infant's care plan by the time of discharge.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	By the end of 1 year, I will be proficient with handling skills and use listening touch massage techniques with my NICU caseload.
NTMC26262	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/perform back strokes from the the Listening Touch Massages on 3 infants over 34 weeks PMA. In 2 weeks, I will practice/perform leg strokes from the Listening Touch Massages on 3 different infants who are over 34 weeks PMA.. In 2 weeks, I will practice/perform arm strokes from the Listening Touch Massages on 3 different infants who are over 34 weeks PMA.
	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 incorporate Listening Touch Massage with at least 3 appropriate infants who are over 33 weeks PMA per week. Within the next 6 months, I will educate at least one family per week on safe Listening Touch Massage to promote bonding and optimal developmental support.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will be consistent and confident in integrating skin to skin care into developmental care plan for appropriate infant's with over 40 families in the NICU within one year.
NTMC26263	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 identify five infant stress cues and five stability cues relevant to neonatal massage and apply this knowledge during at least two bedside observations or care interactions.
	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 incorporate Listening Touch techniques into at least 10 appropriate infant care interactions, focusing on calming strategies such as the back stroke and containment touch.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Within 12 months, I will promote developmental care practices by educating at least 6 caregivers on calming touch strategies learned through the NTMC course.
	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 complete 5 diaper changes in side lying in order to provide successful demonstrate and education for family engagement.

NTMC #	Question	Your Goal Response
NTMC26287	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 incorporate Listening Touch and Massage to at least 2 infants per week 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 1 year, I will utilize the NIDCAP Behavioral Observation Sheet on 10 infants to promote developmentally supportive care in the NICU setting,
NTMC26302	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 abdominal massage on at least 4 infants over 30 weeks PMA in order to improve comfort, gas, and/or tension.
	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 provided in-services to all nursing and respiratory staff on the importance of routinely incorporating hold hug roll techniques during all cares for infants <30 weeks in order to improve neurosupportive, developmentally appropriate care practices to the younger babies in our units. (Our NICU has much room to grow in developmental care practices by RNs and RTs so this area is extremely important to me and one I'm very passionate about!)
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 12 months, I will have adapted into my practice a routine of providing LTM massage to every NAS/IUDE infant in our unit 2-4 times per week, as appropriate, in order to improve neurobehavioral and neuromotor regulation.
NTMC2635	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 teach 4 families the I Love U massage for infants over 36 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 teach reteach the listening touch massage to two families a month to support families of baby 34 weeks as medically appropriate.
	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 utilize NTMC massages within 90% of families as medically appropriate with babies that is over 32 weeks.