NTMC #	Question	Your Goal Response
NTMC26162	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 roll technique on 5 different infants over the age of 32 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 1 family how to perform LTM for their baby over the age of 32 weeks.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 1 year, at NICU bootcamp, I will teach 80% of our NICU staff 2 techniques for swaddling and their various benefits/proper alignment for our babies.
NTMC26225	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	By 2 weeks, I will implement Listening Touch Massage on 3-5 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 6 months, I will implement massage in 80% of sessions with infants at least 32 weeks PMA during feeding preparation therapy and prior to bottling.
	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 in 90% of sessions with infants at least 32 weeks PMA and provide education and rational to all staff regarding speech therapy's role in massage.
NTMC26247	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	IN 4 weeks I will teach listening touch massage to 2 parents of 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 present the benefits of listening touch massage at our nicu staff meeting and teach 50% of staff the benefits of listening touch massage at the bedside.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	At 1 year I will provide listening touch massage to 20 babies over 34 weeks PMA.
	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 or ILU massage on 5 infants in the green zone over 34 weeks.

NTMC #	Question	Your Goal Response
NTMC26270	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 10 families in the listening touch massage to their infant of 34 weeks or greater 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 help to implement a swaddled immersion bathing protocol for infants >32 weeks.
NTMC26271	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 Listening Touch massage with at least 4 infants in the green zone who are at least 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 implement Listening Touch Massage with every infant that is appropriate in the outpatient setting at least once.
	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 90% of families on Listening Touch Massage and how to implement with their infant in the outpatient setting.
NTMC26273	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	By 2 weeks i will have arranged a face to face meeting with the head of nursing in my NICUs to discuss the developmental care guideline - that includes guidance on massage for infants in the NICU- to work towards finalising consent to start to offer infant massage as an intervention on my units
	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 completed listening touch massage with 20 different infants (over 35 PMA) . This will include using the following techniques back stroke, arm stroke, leg stroke and I love u massage technique).
	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 will have completed swaddled bath training with 100 per cent of the band 4 nursery nurses on both units that I work in . This will include one face to face session and one joint swaddle bath per nursery nurse.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Over the next two weeks, I will practice listening touch massage back strokes on 5 different infants in the green zone,following infant cues, in order to improve my infant massage skills to better provide care for the NICU babies I see daily.

NTMC #	Question	Your Goal Response
NTMC26274	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 parents of at least 20 infants who are 32 weeks or older appropriate infant massage strokes to address their baby's specific needs using demonstration and teach back methods.
	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 provide infant massage to all appropriate babies in my NICU using the principles of NTMC to address the specific needs of the infant.
NTMC26275	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 complete NTMC with the back stroke on 4 infants at 36 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 complete NTMC on 8 infants who are 32 weeks+ with education to the caregiver on home programming.
	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 a lunch and learn on the benefits of massage to encourage other team members to become certified!
	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 integrate neonatal massage techniques into at least 75% of sessions with post-NICU and torticollis infants, demonstrating appropriate use of massage as a preparatory intervention prior to positioning, tummy time, and ROM/strengthening. I will also educate caregivers in at least 5 families on 2–3 specific massage techniques and provide clear guidance on how to use them before tummy time or stretching, as evidenced by caregiver verbal understanding and return demonstration.

NTMC #	Question	Your Goal Response
NTMC26281	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 consistently incorporate neonatal massage as part of my plan of care for >80% of appropriate infants (post-NICU, torticollis, or high tone/dysregulation) and demonstrate improved patient tolerance to therapy sessions (e.g., decreased fussiness, improved participation in tummy time and ROM). I will develop and implement a standardized caregiver education protocol or handout, with 90% of caregivers demonstrating confidence and independence in performing massage techniques at home.
	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 demonstrate advanced clinical integration of neonatal massage by using it to optimize motor development outcomes (e.g., improved tolerance for tummy time, increased symmetry, improved ROM in torticollis infants) and will track functional progress in at least 10–15 patients to assess impact. I will also create and share a formal program or in-service (e.g., clinic training, caregiver workshop, or class) on neonatal massage for post-NICU and torticollis infants, positioning myself as a resource within my clinic.
NTMC26283	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will incorporate hold, hug, roll into repositioning or picking up infant from bed in at least 5 opportunities upon return to work within 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 at least 5 parents 5 bedside skills in NICU, PICU, or PCICU within 6 months.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will facilitate, along with multidisciplinary team members, 3 standing transfers with caregivers within 1 year.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In two weeks my goal is to perform Listen Touch Massage to 3 babies in my NICU who are 35-36 PMA.

NTMC #	Question	Your Goal Response
NTMC26284	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	My goal in 6 months will be to teach 10 sets of parents how to perform Listening Touch Massage to their babies when age and medically appropriate.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	My goal at 1 year will be to provide education/training on Listening Touch Massage to 75% of the parents of my NICU patients who are age and medically appropriate.
NTMC26299	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 "ILoveYou" massage on 5 different infants to improve mobility and improve comfort for tummy time tolerance.
	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 20 parents on how to complete Listening Touch Massage to post-NICU babies seen in early intervention to improve parents confidence and 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 hold an educational session on the benefits of neonatal massage in early intervention setting to the community and/or providers on my team.
NTMC26309	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will identify five infants in the green zone to initiate and complete listening touch massage with within 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 advocate for therapist involvement in standing or seated transfers of infants to caregivers to increase caregiver participation in skin-to-skin contact by 10% within six months.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Using clinical judgment and avoiding any contraindications, I will complete 100 listening touch massages with infants in both green and yellow zones within one year.
NTMC26310	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will use Hold, Hug, Roll on 5 different infants 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)	In 6 months I will teach at least 6 caregivers 5 different care practices to help with their confidence in caregiving.

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 swaddled bathing to all the new nurses in the unit.
NTMC26314	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 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 six months, I will practice ILU massage on five infants and educate parents as evidenced by caregiver teach-back and demonstration.
	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 develop a therapist guideline for patient appropriateness for LTM on the CVICU in collaboration with CVICU intensivists at my institution.
NTMC26316	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 hold hug roll during 95% of all infant cares/positioning. In two weeks, I will practice the back stroke portion of LTM on at least five different infants over 34 weeks PMA In two weeks, I will practice the I love you massage on at least two different infants In two weeks, I will educate nursing staff on two person cares and practice with at least five 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 teach at least 5 sets of parents/caregivers 5 bedside skills they can perform with their baby (I know the amount of parents seems very low; however, I am in a rural, community hospital with VERY little parental involvement/presence) In six months, I will educate NICU providers of at least 3 additional neuroprotective practices to implement in NICU over next six months. In six months, I will meet with unit manage and providers to establish massage protocol and guidelines for unit. In six months, I will educate at least five different nurses on developmentally and neuroprotective positioning techniques for infants less than 34 weeks In six months, I will practice the LTM on at least twenty different infants over 32 weeks

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 create and present massage and positive touch protocol for NICU In one year, I will perform swaddled baths on at least five different medically appropriate infants. (Our unit typically performs baths on night shift) In one year, I will educate at least 10 families on LTM massage
NTMC26320	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 listening touch massage including back stroke, arm stroke and leg stroke techniques as needed on four appropriate premature infants 32 weeks PMA and above, to reduce stress, promote physiological stability and ease of movement.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will implement a NICU plagiocephaly prevention program in six months, including education of nursing staff with an in service and family with hands on demo and handouts to reduce the incidence of plagiocephaly in our unit.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will equip each NICU family prior to discharge with education using a checklist on back to sleep, skin to skin, neurodevelopmental exercises, listening touch massage and neuroprotective techniques with adequate and clear handouts, in one year.
NTMC26327	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks, OT will trial individualized LTM intervention with at least 1 NAS baby to facilitate QA state for 2 min, prior to feeds prior with speech therapy session.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months, OT will incorporate individualized LTM intervention with all NAS babies on OT caseload to facilitate QA state for 5 min, prior to speech therapy feeding sessions.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 1 year, OT will engage and encourage all NICU trained therapist at facility to complete NTMC training to consistently provide LTM interventions to 100% of our NAS consults.
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Perform Listening Touch Massage with 2 NICU or Special Care Nursery babies over 35weeks PMA in the next 2 weeks.

NTMC #	Question	Your Goal Response
NTMC26328	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 consistently incorporate Listening Touch Massage into 2 PT sessions per week with babies 34 weeks PMA and older.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	By next year, I will be comfortable performing Listening Touch Massage with appropriate patients based on each baby's needs during treatment sessions.
NTMC26329	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Over the next two weeks I will intentionally incorporate the skills I have learned through my online education and hands on training by first identifying patients that are appropriate for a Listening Touch Massage.
	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 confidently integrate touch and massage into my practice even if it's just one limb at a time, ensuring that the patients I use this therapy are appropriate and including families in this care.
	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 confidently teach families how to use neonatal touch and massage on their infants, I will also meet with the educators on my unit to try and incorporate this amongst my coworkers on a larger scale!
NTMC26331	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 feel proficient at choosing which massage is appropriate for an infant based off of their stress cues, presentation and response to handling in 8/10 opportunities
	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 given a swaddled bath with nursing 5 times to improve my confidence and use this skill with family to give them an opportunity to care and connect to their 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 have our therapy department participating in 70% of skin to skin transfers to parents to ensure appropriate transfers are being used to decrease stress events from infants and improve success rate with skin to skin opportunities.

NTMC #	Question	Your Goal Response
NTMC26337	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Goal 1: Within the next 2 weeks, I will independently perform Listening Touch Massage on at least 4 infants who are greater than 35 weeks PMA and document each session according to unit guidelines. Goal 2: Within the next 2 weeks, I will complete 3 supervised developmental care assessments, discuss the findings with my mentor/preceptor, and correctly identify at least 2 individualized developmental care interventions for each infant. These goals are: * Specific – clearly state the skill to practice. * Measurable – include numbers (4 infants, 3 assessments). * Attainable – achievable within 2 weeks. * Relevant – directly related to the training. * Time-based – completed within 2 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 independently perform Listening Touch Massage and developmental care interventions on at least 20 NICU infants, complete all required NTMC competency assessments, and receive successful competency validation from my mentor/preceptor. "Within 6 months, I will independently assess and implement individualized developmental care plans for at least 15 NICU infants, document interventions accurately, and demonstrate competency in educating families about developmental care techniques."
	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 serve as a resource nurse/therapist for developmental care practices in the NICU by maintaining competency in Listening Touch Massage, mentoring at least two colleagues, and participating in one quality improvement or educational initiative related to developmental care."
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will perform a full neonatal massage on a neonate.

NTMC #	Question	Your Goal Response
NTMC26338	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Be able to teach parents on neonatal massage and explain the benefits.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Teach colleagues on the unit how to perform standing transfer skin to skin and have them incorporate it into practice. Document use of massage on the unit and evaluate outcomes.
NTMC26339	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I will perform 4 swaddled baths with term babies. I will perform the baths in appropriate time frame ensuring.
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In the 6 months i will ensure to educate 6 different patients parents in the arm and leg massage. I will link in with the parents through clear communication and role play ensuring they are confident performing the massages
	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 comfortably perform all neonatal touch massage and educate and support 10 parents in these massages. i will confidently support 10 parents in their performing of a standing transfer giving additional tips such as using a scarf to supporting the holding of the baby whilst on on the parents chest.
NTMC26340	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 massage on 3 different 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 6 months, i will have practiced swaddled bathing on 6 infants and will have demonstrated swaddle bathing to parents
	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 helped to implement better sensory protection for infants, by developing policies regarding light and noise in the nicu
	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	foundational knowledge - modules completed but want to go back on them to furhter some sections and download resources

NTMC #	Question	Your Goal Response
NTMC26343	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	Parental education skill development, how i can teach techniques, explain benefits and what cues to look for
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	ONgoing practice, maintaining skills, ongoing personal development, linking back with others. Certified to maintain safe and appropriate care
NTMC26344	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 independently perform Listening touch Massage on at least 2-3 infants who is greater than 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 independently perform Listening Touch Massage for at least 25 NICU Infants and educate 4-5 families about Listening Touch Massage.
	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 parents engagement by educating 15 families on skin to skin care and 1-2 swaddled bath.
NTMC26345	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	excellant learned and certified NTMC
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	To improve my leadrer ship skill
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	post grduation nonatal nursing
NTMC26346	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 practice Listening Touch Massage on three different infants in the green or yellow zones.
	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 provide education on the Listening Touch Massage to ten parents.

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)	Within one year, I will provide education on the cardiac nursing foundation course on swaddle bathing and standing transfers.
NTMC26347	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 3 I love you massages on babies in my NICU.
	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 bring skin to skin wraps to my unit for parents to use with their babies.
	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 teach 4 families to perform listening touch massage and have them perform it independently on their baby.
NTMC26348	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 have completed 20 Listening touch massages. Within 2 weeks, I will have performed 20 massages. (back, arm or leg). Within 2 weeks, I will have an approved NICU skin emollient.
	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 have facilitated a refresher course for NICU RNs on decreasing stress signs with cares and proper hold, hug and roll techniques.
	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 implement swddled bathing into my scope of practice. within the NICU.
NTMC26349	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 LTM back strokes to 5 patients and document their responses and tolerance following each session
	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 at least 5 caregivers to independently perform LTM to their infant to promote caregiver and infant bonding.
	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 onboarding education to new hire nurses on standing transfers with caregivers to promote skin-to-skin while minimizing infant and caregiver stress

NTMC #	Question	Your Goal Response
NTMC26353	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 organize all of my NTMC materials and explain the "why" or educate at least 5 nurses or practitioners on new knowledge that I have gained from this course.
	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 at least 20 full massage sessions to gain experience and confidence with the techniques.
	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 increase my confidence with standing transfers and skin to skin set up using the Joey band by completing 50 or more of each skill.
NTMC26355	List your two week professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 2 weeks ill preform swaddling baths with infants over 34wks 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 6months ill adequately educate parents on backstroke massages.
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	in 1 year ill confidently preform and educate parents on all types of massages learned and show parents how to preform standing transfers for skin to skin
NTMC26356	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 an immersion swaddle bath with a baby and trial the Listening Touch Massage on 3 appropriate babies that are term
	List your six month professional goal(s). Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	In 6 months time I will educate parents on listening touch massage and partake in as many swaddle baths where possible. I hope to be confident in performing Standing to Sitting transfer and show the parents how to create a firm (but not tight) baby wrap when in seated position
	List your one year professional goal(s): Remember to make it a SMART Goal (Specific, Measurable, Achievable, Relevant, Time-based)	I hope i will feel fully competent and confident in educating parents on Listening Touch Massage i.e. backstroke, arm stroke, leg stroke massages. I hope to be also very competent in the Hold, Hug, Roll positioning and use the I Love You massage where necessary and demonstrate same to parents.

NTMC #	Question	Your Goal Response
NTMC26357	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 hold, hug, roll with four medically stable infants greater than 34 weeks to provide support during repositioning.
	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 I Love You Massage on 5 infants greater than 34 weeks who are medically stable.
	List your one year 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 on 10 infants greater than 34 weeks who are medically stable.
NTMC26358	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 listenint touch massage on 1 infant in the green zone 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 have practiced listening touch massage, and support parents doing 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 one year, i will ask a colleague to join me to join me with a baby below 32 weeks gestation to consider what feels appropriate after the practice, and to develop competencies further.
NTMC26380	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 correctly perform at least one form of Listening Touch Massage stroke (I Love You, arm stroke, leg stroke, or back stroke) with at least 5 medically appropriate infants in my NICU. Successful completion will be demonstrated by adherence to course guidelines, infant tolerance of the intervention, and proper documentation of each session.
	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 swaddle bathing techniques taught in this course in my NICU and will have completed a swaddle with at least 6 RN colleagues to promote sharing, skilled development and carryover.

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)	Within 1 year, I will provide at least one educational in-service or monthly staff education session for my NICU team that highlights a minimum of three key developmental care practices learned in this course (ex: swaddle bathing, the Hold–Hug–Roll transfer technique, and brain development across GA). Education will focus on concepts appropriate for staff training and will not include instruction on infant massage strokes, in accordance with course guidance.
NTMC26389	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 at least 3 RNs how to perform the hold, hug and roll when repositioning a baby.
	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 10 caregivers how to perform 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, I will teach swaddle bathing to at least 80% of the NICU RNs at our annual NICU skills fair at my 9 bed NICU.