



Leslie S. Tsukroff, Inc.  
Leslie S. Tsukroff, MSW, LCSW  
68 North Bridge Street  
Somerville, New Jersey 08876  
973-879-1678  
[LTsukroffLCSW@Hushmail.com](mailto:LTsukroffLCSW@Hushmail.com)

## EDUCATION

**NEW YORK UNIVERSITY**, New York, New York  
Graduate School of Social Work  
Master of Clinical Social Work, May 1993

**THE GEORGE WASHINGTON UNIVERSITY**, Washington, D.C.  
Concentrations: Psychology, Women's Studies, Sociology  
Bachelor of Arts, *Cum Laude*, May, 1990

## EMPLOYMENT HISTORY

### **LESLIE S. TSUKROFF, INC.**

Somerville, New Jersey	8/05-Present
Springfield, New Jersey	5/00-10/05
Chatham, New Jersey	10/05-7/06
Raritan, New Jersey	4/99-8/05

### **Licensed Clinical Social Worker: Private Practice** 4/99-Present

Provide individual and family psychotherapy to children, adolescents and adults in a private practice setting. Specialty in working with children and teens experiencing OCD, Panic, Generalized Anxiety and co-occurring Mood Disorders utilizing Cognitive-Behavioral and Creative Arts Strategies. Treatment areas include: EAP assessment and treatment, child and adult ADD/ADHD, depression, social skills training, parent skills training, crisis intervention, stress management, behavior modification, conflict resolution, familial substance abuse, anxiety, and loss/separation/divorce. Clinical population ages five through sixty-five.

### **Business Management Consulting for Mental Health Practitioners** 3/00-Present

Assist clinicians who are considering starting a private practice to navigate the complex tasks of launching a successful business. Enable seasoned and more experienced private practitioners to streamline their business practices, resulting in a more stable and profitable business. Aid all practitioners in maximizing profits, minimizing malpractice risk and creating their ideal practice. Focus on practical business techniques, paperwork, marketing tools, ethical pitfalls, legal considerations and clinical work. Provide individual, small and large group consultation/supervision. Run on-going workshops focused on private practice building techniques and ethics related issues. Serve as on-going group supervisor/consultant to new private practitioners focused on ethical, legal, clinical, administrative, business and financial issues.

### **New Jersey Qualified Clinical Supervisor** 8/04-Present

Provide support, guidance, education and training to novice and seasoned clinicians seeking to enhance their clinical skills. Completed the Clinical Supervision Course offered by NASW-NJ which meets New Jersey's requirements to provide clinical supervision to LSWs seeking supervision hours towards their LCSW license.

### **UCPC BEHAVIORAL HEALTHCARE, INC.**, Plainfield, New Jersey

The ADD/ADHD *Focus* Center/Children & Parents Together

### **Program Coordinator** 3/99-5/00

Developed, marketed, coordinated and implemented a comprehensive, multi-modal counseling program designed to assist children, adolescents and families coping with the symptoms of



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ADD/ADHD and related behavior and learning disorders. Developed and implemented a structured 8-week social skills group program for children and adolescents. Designed and facilitated an 8-week psycho-educational support group for parents of children with ADD/ADHD. Provided individual, family and group therapy to children, adolescents and their families. Served as the clinical and administrative supervisor to staff members. Lectured on the impact of ADD/ADHD on the family.

**LIFELINE COUNSELING CENTER, Bridgewater, New Jersey**

**Staff Clinician**

12/97-4/99

Provided individual, couple, group and family psychotherapy to children, adolescents and adults. Treatment areas: crisis intervention, behavior modification, conflict resolution, substance abuse, parenting skills training, depression, anxiety, separation/divorce. Developed, organized and co-lead a support group in the Bridgewater-Raritan High School for adolescents from substance abusing families.

**SOMERSET TREATMENT SERVICES, Somerville, New Jersey**

**Prevention Specialist**

10/98-01/99

Developed "Youth Connections," an eight-week, school-based, prevention education program implemented in select middle/intermediate schools throughout Somerset County. The program uses a peer group model and focuses on building at-risk students' self-esteem to prevent them from school failure, drug/alcohol involvement and violence. Co-developed and implemented a parent-child prevention education program for homeless mothers and their children at-risk for drug/alcohol involvement, abuse, neglect and violence.

**GREEN SPRINGS HEALTH SERVICES, INC., Parsippany, New Jersey**

**Outpatient Department: Care Manager**

11/97-10/98

Coordinated the full continuum of behavioral health services for members of Blue Cross/ Blue Shield. Telephonically provided crisis intervention managed the intake process, performed the initial clinical assessment and authorized/provided referrals to clinically appropriate providers. Assessed and resolved written and verbal customer complaints. Reviewed clinical outpatient treatment plans to determine further eligibility.

**STEINWAY CHILD AND FAMILY SERVICES, Long Island City, New York**

**On-Site School Program: Psychiatric Social Worker**

9/94-8/97

Provided individual, group, and family therapy to multi-ethnic elementary school children requiring mental health services. Served as a consultant to parents, school teachers and administrators. Provided outreach, preventive services and crisis intervention to the community. Implemented knowledge of cognitive/behavioral, family systems, play therapy and psychotherapeutic techniques. Specialized in the treatment of Affective Disorders, Anxiety Disorders, Impulse Control Disorders/ADHD, and Post-Traumatic Stress Disorders. Employed strong clinical assessment skills in the development of individualized treatment plans and the formulation of treatment goals.

**Preventive Services: Family Therapist**

7/93-8/94

Provided individual, conjoint and family therapy to multi-ethnic children who were at risk of child abuse and/or neglect. Clinical population ages two through sixty-five. Treatment areas: Substance Abuse; Child and Adult Victims of Sexual Abuse; ADHD; Physical Abuse/Domestic Violence; School Phobia; Truancy; HIV+/AIDS; Affective and Personality Disorders. Assessment and advocacy for students with cognitive, behavioral, and emotional challenges. Served as a liaison between families and the educational system. Utilized knowledge of entitlements and community services to advocate for the provision of concrete services. Proficient in the completion of UCR's.



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**THE NEW YORK FOUNDLING HOSPITAL**, New York, New York

**Child Sexual Abuse Treatment Services: Clinical Social Work Intern**

9/92-5/93

Provided therapeutic services to culturally, racially, ethnically and socially diverse child and adolescent survivors of sexual abuse and their families. Co-facilitated a group for adolescent females who had been sexually abused. Utilized play therapy techniques with minimally verbal children, including pre-school children and neuro-divergent children and adolescents. Participated in weekly multi-disciplinary clinical treatment conferences.

**UNIVERSITY HEIGHTS HIGH SCHOOL**, Bronx, New York

**Social Work Unit: Clinical Social Work Intern**

9/91-6/92

Counseled culturally, racially, ethnically and socially diverse students in an alternative high school for inner-city adolescents who were at high risk for dropping out. Developed, recruited members for, and facilitated a support group for students from substance abusing families and a support group for graduating seniors. Co-facilitated and served as a social work consultant for a student socialization group. Assisted the school administration in the development and the implementation of student programs.

**MORRIS COUNTY BOARD OF SOCIAL SERVICES**, Parsippany, New Jersey

**Income Maintenance Technician**

10/90-8/91

Employed strong interviewing skills in order to determine initial and continued eligibility for PublicAssistance.

## PUBLICATIONS

### Articles

Tsukroff, Leslie. "Documentation in Social Work Practice- Part I". NASW-NJ FOCUS, April 2015.

Tsukroff, Leslie and Heer, Christine "Sliding Scales and Co-Pays and Coinsurance, Oh My." NASW-NJ FOCUS, October 2010.

Tsukroff, Leslie. "Help, I Just Received a Subpoena". NASW-NJ FOCUS, June 2010.

Heer, Christine and Tsukroff, Leslie. "Legal Rights of Parents and their Children". NASW-NJ FOCUS.

### Social Work Documents

Clinical Social Workers in Private Practice: A Reference Manual. Groshong, L., Malinski, K., Renstrom, D., Seacord, C., Tsukroff, L., & Zakeri, L (2022) NASW. Leslie actively served on a 6-person, National task force charged with expanding and revising NASW'S *Clinical Social Workers in Private Practice: A Reference Guide*. In addition to providing input on the entire document, Ms. Tsukroff lent her professional ethics and private practice expertise by authoring sections on the subjects of professional wills, minor's rights/working with minors, emergency and disaster planning, retirement and closing a private practice, sliding scales, client-social worker practice agreements, informed consent standards and suggested case record forms. June 2018-April 2021.



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## TEACHING/TRAINING EXPERIENCE

### Founder and Trainer

*Leslie S. Tsukroff, Inc.* • Ongoing since 2009

Design and deliver continuing education workshops for licensed mental health professionals, with a focus on ethics, documentation, boundaries, and private practice development. All trainings are CEU-approved and regularly updated to reflect legal and regulatory changes in New Jersey.

"Finding Balance: Ethical Self-Disclosure in the Therapeutic Relationship." Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. April 5, 2025.

"Navigating Complexity: Best Practices for Working with Minors of Divorced Parents." Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. February 28, 2025.

"Beyond the Session: Ethical Boundaries in Digital Communication and After-Hours Care." Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc., February 21, 2025

"Using Technology as a Mental Health Professional: Ethical and Legal Implications." Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. February 11, 2024.

"Everything You Need to Know: Documentation for New Jersey Social Workers in Private Practice." Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. November 5, 2023.

"Boundary Management for Mental Health Professionals." Trainer, Sponsoring Organization: Jewish Board of Family Services of Central New Jersey. Part 1 October 4, 2023; Part 2 October 25, 2023.

"Perpetrating Fraud? Accurate Diagnosis, Documentation, Billing and Coding in Private Practice." Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. June 11, 2023.

"Minors' Rights Vs. Parents' Rights: Untangling the Web for New Jersey Clinicians". Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. February 24, 2023; September 9, 2023; November 28, 2023; January 26, 2024; April 30, 2024; November 17, 2024. March 28, 2025-April 4, 2025; January 21, 2025-January 28, 2025.

"Everything You Need to Know: Documentation in Private Practice," Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. July 17, 2022.

"Are You Ready for an Audit? Diagnosing, Documenting, Billing and Coding in Private Practice," Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. September 25, 2021.

"Audit-Proof Progress Notes: An In-Depth Look at Documentation and Record-Keeping in Private Practice," Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. April 18, 2021; January 26, 2022; April 14, 2022; April 21, 2023; December 8, 2023; January 23, 2024; April 9, 2024; September 25, 2024; October 26, 2024; March 11, 2025.

"Clinical Social Workers in Private Practice: A Reference Manual," Co-trainer, Sponsoring Organization: The Clinical Social Work Association (CSWA), Virtual, September 29, 2021



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"A Preview of the New NASW Private Practice Guidelines", Co-trainer, Sponsoring Organization: NASW, 2020 Annual Conference (Virtual), June 15, 2020

"Avoiding the Slippery Slope in Private Practice: Managing Complex Ethical Issues," Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. May 16, 2020; December 4, 2022 June 1, 2024.

"Using Technology in Social Work Practice: Ethical and Legal Implications," Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. June 8, 2019, April 4, 2020, & October 21, 2022.

"Warning: Boundary Crossing Ahead," Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. October 25, 2019; June 11, 2022; October 20, 2023; December 8, 2024.

"Ethical and Legal Considerations When Using Technology in Mental Health," Trainer, Sponsoring Organization: The New Jersey Association of Women Therapists, General Meeting, January 27, 2019.

"What's New in Social Work: Ethical and Legal Updates," Trainer, Sponsoring Organization: NASW, New Jersey Chapter, 2018 Annual Conferences, April 30, 2018; May 12, 2018.

"To Skype or Not to Skype: Using Technology Ethically in Private Practice," Trainer, Sponsoring Organization: NASW, New Jersey Chapter, 2018 Annual Conference, April 30, 2018.

"Boundaries In The Therapeutic Relationship: Is There Room For Flexibility? Trainer, Sponsoring Organization: The New Jersey Association of Women Therapists, Conversation Hour, December 8, 2017.

"Tips for Using Technology in Social Work Practice," Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc. March 13, 2017.

"Maintaining Boundaries in the 21<sup>st</sup> Century," Trainer, Sponsoring Organization: NASW, New Jersey Chapter, 2016 Annual Conference, May 2, 2016; June 1, 2016; January 27, 2017; July 31, 2017.

"Patient Privacy and Confidentiality in the Age of Technology: Legal and Ethical Implications," Trainer, Sponsoring Organization: NJ-Tri-County Ethics Committee, 2017 Educational Conference, November 9, 2016.

"Ethics in The Workplace: Understanding Confidentiality," Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc., January 13, 2015.

"Documenting Progress Notes," Trainer, Sponsoring Organization: Leslie S. Tsukroff, Inc., June 20, 2014; March 14, 2016; January 20, 2017.

"Risky Business: Fraudulent Billing, Coding, Diagnosing & Documentation in Private Practice," Trainer, Sponsoring Organization: NASW, New Jersey Chapter, 2014, 2015 and 2018 Annual Conference, May 4, 2014, May 3, 2015 and April 29, 2018; August 15, 2014; January 22, 2016.

"Psychotherapy and Ethics: Challenges in Practice," Trainer, Sponsoring Organization: New Jersey Association of Women Therapists, January 31, 2014.





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"Ethics and The Private Practitioner: Exploring Common Ethical Pitfalls," Trainer, Sponsoring Organization: NASW, New Jersey Chapter, 2013 and 2015 Annual Conference, May 6, 2013 and May 4, 2015; February 21, 2014; April 1, 2017.

"Record-Keeping in Social Work Practice: Ethical Guidelines and Legal Mandates," Trainer, Sponsoring Organization: NASW, New Jersey Chapter, 2013, 2014 and 2016 Annual Conference, May 5, 2013, May 5, 2014 and May 1, 2016; October 21, 2013.

"Ethics and The Private Practitioner: The 8 Most Common Ethical Pitfalls," Trainer. Sponsoring Organization: NASW, New Jersey Chapter, September 21, 2012.

"Ethics and The Private Practitioner: The 10 Most Common Ethical Pitfalls," Trainer. Sponsoring Organization: NASW, New Jersey Chapter, 2012 Annual Conference, May 6, 2012.

"Help! I Just Received A Subpoena: What Every Social Worker Needs to Know About Responding to Subpoenas, Warrants and Court Orders," Co-trainer. Sponsoring Organization: NASW, New Jersey Chapter, 2011 Annual Conference, May 1, 2011.

"I Want To Start A Private Practice: Now What? Parts I and II." Sponsoring Organization: Leslie S. Tsukroff, Inc., May 8, 2010; January 10, 2010; November 1, 2009; March 10, 2012.

"Advanced Niche Building: Find Your Passion and Capture Your Intended Market." Sponsoring Organization: Leslie S. Tsukroff, Inc., April 30, 2010.

"Thinking Like an Entrepreneur" Sponsoring Organization: Leslie S. Tsukroff, Inc., April 18, 2010.

"Developing an Effective Marketing Plan" Sponsoring Organization: Leslie S. Tsukroff, Inc., March 14, 2010; August 9, 2012.

"If You Build It, They Will Come: How to Reach Your Ideal Client." Sponsoring Organization: New Jersey Association of Women Therapists, March 5, 2010.

"Referrals Wanted: How to Keep Your Phone Ringing and Your Waiting Room Full." Sponsoring Organization: Leslie S. Tsukroff, Inc., October 25, 2009.

"The Top 25 Things You Must Know When Starting a Private Practice: Clinical, Ethical, Legal and Financial Considerations", Sponsoring Organization: The New Jersey Society of Clinical Social Work, June 28, 2009.

## **VOLUNTEER/MEMBERSHIPS**

### **National Association of Social Workers, New Jersey Chapter (NASW-NJ)**

Member	1997-Present
Participant, Task Force on Private Practice Guidelines	2/2018-4/2021
Participant, Managed Care Roundtable	12/2013- 8/2018
Chairperson, Ethics Committee, NJ-Chapter	9/2013-7/2018
Member, Ethics Committee	3/2008-7/2018
Facilitator, North-Central Private Practice Special Interest Group	7/2011-3/2016
Participant, Presidential Task Force on Managed Care	3/2010-5/2011



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Reviewer, Continuing Education Approval Collaborative	8/2008-7/2018
Co-chair, Somerset-Hunterdon Unit	2/2005-6/2007
Chairperson, Morris County Unit	5/2001-6/2003

#### **The New Jersey Association of Women Therapists (NJAWT)**

Member	5/2004-Present
President	6/2020-12/2022
Co-Chair, Program Committee	6/2014-6/2016
Treasurer	5/2012-6/2014

#### **The New Jersey Clinical Social Work Society (NJSCSW)**

Member  
Current

#### **The Clinical Social Work Association (CSWA)**

Member  
Past

### **LICENSES/CREDENTIALS**

<b>Clinical Social Worker</b> , Pennsylvania State License	3/2021-Present
<b>Licensed Clinical Social Worker</b> , New Jersey State License	11/97-Present
<b>New Jersey School Social Worker Certification</b>	3/1998-Present
<b>New Jersey Qualified Clinical Supervisor</b>	8/2004-Present

### **CONTINUING EDUCATION APPROVALS**

**ASWB** Leslie S. Tsukroff, Inc., Provider # 153, is approved as an ACE provider to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Regulatory boards are the final authority on courses accepted for continuing education credit. ACE provider approval period: 9/20/2024-9/20/2025.

**NBCC** Leslie S. Tsukroff, Inc. has been approved by NBCC as an Approved Continuing Education Provider, ACEP No. 7636. Programs that do not qualify for NBCC credit are clearly identified. Leslie S. Tsukroff, Inc. is solely responsible for all aspects of the programs.

### **CONTACT INFORMATION**

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