# Ruby K. Payne, Ph.D.

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## Positions Held

CEO, author, speaker, and consultant—aha! Process, Inc.

In public education as a high school teacher, administrator, and consultant for state intermediate agencies

## Professional Competencies

- Owns successful training/publishing company with 38 consultants and 19 employees
- Wrote or coauthored more than 50 books. Her book *A Framework for Understanding Poverty* has sold 1.8 million copies
- Has trained tens of thousands of educators and other professionals in seminars across United States, Canada, Australia, India, New Zealand, China, Hungary, Slovakia, and United Kingdom
- Has certified more than 10,000 Framework trainers
- Has published more than 145 books, videos, and related products (aha! Process)
- Assisted with strategic plans of several organizations; chaired action committees
- Has spoken to almost 2 million people over the last 25 years
- Been involved with Bridges Out of Poverty work and collaborated with coauthors to develop community model

## Education

Ph.D.  Education Leadership and Policy Studies
Loyola University Chicago, Chicago, IL

M.A.  English Literature
Western Michigan University, Kalamazoo, MI

B.A.  English, Education
Goshen College, Goshen, IN

## Professional Training and Certification

Texas Superintendents Certificate
Illinois Superintendents Certificate
Texas Administrative Certificate
Illinois Administrative Certificate
Indiana and Texas Teaching Certificates

## Publications—Books

Payne, R.K. (2024) *Educating students experiencing homelessness, instability, and disengagement: The impact of the autonomic nervous system.* aha! Process.

Payne, R. K. (2024). *Working with parents: Building relationships for student success* (3rd rev. ed.). aha! Process.

Payne, R. K., & Ott, J. (2023). *Navigating emotional realities with adults: Emotional poverty at work.* aha! Process.

Payne, R. K., DeVol, P. E., Dreussi-Smith, T., & Krebs, E. K. (2022). *Bridges out of poverty: Strategies for professionals and communities* (5th rev. ed.). aha! Process.

Payne, R. K. (2020). *Emotional poverty, volume 2: Safer students and less-stressed teachers.* aha! Process.

Payne, R. K. (2019). *Before you quit teaching: Tools, resources, and hope for new teachers in high-poverty classrooms.* aha! Process.

Payne, R. K. (2019). *A framework for understanding poverty* (6th rev. ed.). aha! Process.

Payne, R. K. (2018). *Emotional poverty in all demographics: Strategies to reduce anger, anxiety, and violence in the classroom.* aha! Process.

Payne, R. K., & Tucker, B. H. (2018). *Research-based strategies: Narrowing the achievement gap for under-resourced students* (rev. ed.). aha! Process.

Slocumb, P. D., Payne, R. K., & Williams, E. (2018). *Removing the mask: How to identify and develop giftedness in students from poverty* (3rd ed.). aha! Process.

Payne, R. K. (2017). *Under-resourced learners: 8 strategies to boost student achievement* (rev. ed.). aha! Process.

Payne, R. K. (2016). *A framework for understanding poverty workbook: 10 actions to educate students* (4th rev. ed.). aha! Process.

Payne, R. K., & O'Neill-Baker, E. (2016). *How much of yourself do you own? A process for building your emotional resources* (rev. ed.). aha! Process.

Payne, R. K., Dreussi-Smith, T., Shaw, L. Y., & Young, J. (2014). *Bridges to health and healthcare: New solutions for improving access and services.* aha! Process.

Payne, R. K. (2013). *Achievement for all: Keys to educating middle grades students in poverty.* Association for Middle Level Education.

Payne, R. K. (2012). *From understanding poverty to developing human capacity.* aha! Process.

Slocumb, P. D., & Payne, R. K. (2010). *Boys in poverty: A framework for understanding dropout.* Solution Tree.

Slocumb, P. D., & Payne, R. K. (2010). *Removing the mask: How to identify and develop giftedness in students from poverty* (rev. ed.). aha! Process.

Payne, R. K., & Magee, D. S. (2010). *School improvement: 9 systemic processes to raise achievement.* aha! Process.

Payne, R. K. (2009). *Research-based strategies: Narrowing the achievement gap for under-resourced students.* aha! Process.

DeVol, P. E., Payne, R. K., & Dreussi-Smith, T. (2006). *Bridges out of poverty: Strategies for professionals and communities workbook.* aha! Process.

Payne, R. K. (2006). *Working with students: Discipline strategies for the classroom.* aha! Process.

Payne, R. K. (2005). *Crossing the tracks for love: What to do when you and your partner grew up in different worlds.* aha! Process.

Payne, R. K. (2005). *Learning structures* (3rd rev. ed.). aha! Process.

Payne, R. K., & Krabill, D. (2002). *Hidden rules of class at work.* aha! Process.

Payne, R. K. (2001). *Understanding learning: The how, the why, the what.* aha! Process.

Sommers, B., & Payne, R. K. (2000). *Living on a tightrope: A survival handbook for principals.* aha! Process.

Ehlig, B., & Payne, R. K. (1999). *What every church member should know about poverty.* aha! Process.

Stailey, J., & Payne, R. K. (1998). *Think rather of zebra: Dealing with aspects of poverty through story.* aha! Process.

## Publications—Articles

Payne, R. K. (2022). Reduce the Violence Pandemic: Intervening in the Process That Helps Create a Mass Shooter. https://www.ahaprocess.com/reduce-the-violence-pandemic-intervening-in-the-process-that-helps-create-a-mass-shooter/

Payne, R. K. (2020). Key Question No One Is Talking About: How Will We Get Secondary Students to Come Back in Person and Continue to Come? https://www.ahaprocess.com/a-key-question-no-one-is-talking-about/

Payne, R. K. (2020). Why so many gifted males get misidentified as having ODD (Oppositional Defiant Disorder). Retrieved from https://www.ahaprocess.com/why-so-many-gifted-males-get-misidentified-as-having-odd-oppositional-defiant-disorder/

Payne, R. K. (2018). School improvement issues for high-poverty schools, part 3: Principal's role in analyzing student work and stabilizing the external environment through parents. *Instructional Leader, 31*(3), 6–7.

Payne, R. K. (2018). School improvement issues for high-poverty schools: Year 2, part 2. *Instructional Leader, 31*(2), 1–10.

Payne, R. K. (2018). School improvement issues for high-poverty schools: Year 1, part 1. *Instructional Leader, 31*(1), 1–5. Retrieved from http://www.ahaprocess.com/wp-content/uploads/2018/01/TEPSA-Ruby-Payne-part-1-Jan-2018.pdf

Payne, R. K. (2016). Improving educational outcomes for children in poverty requires an invisible community infrastructure. *Leaderboard, 2*(2), 16–20.

Payne, R. K. (2016). Welcoming highly mobile students. *AMLE Magazine, 3*(6), 10–12.

Payne, R. K. (2015, November 30). First-generation college students from poverty have many hurdles. *Youth Today.* Retrieved from http://youthtoday.org/2015/11/what-are-some-hurdles-for-first-generation-college-students-from-poverty/

Payne, R. K. (2015, September 16). Giving up to grow up: Helping youth manage relationship trade-offs. *Youth Today.* Retrieved from http://youthtoday.org/2015/09/giving-up-to-grow-up-helping-youth-manage-relationship-trade-offs/

Payne, R. K. (2015, August 24). How adverse childhood experiences impact health and well-being. *Youth Today.* Retrieved from http://youthtoday.org/2015/08/how-adverse-childhood-experiences-impact-health-and-well-being/

Payne, R. K. (2015, July 15). How can you deal with loss, betrayal, death and still keep your hope? *Youth Today.* Retrieved from http://youthtoday.org/2015/07/how-can-you-deal-with-loss-betrayal-death-and-still-keep-your-hope/

Payne, R. K. (2015, June 18). Low-income kids need to be taught how to negotiate life. *Youth Today.* Retrieved from http://youthtoday.org/2015/06/low-income-kids-need-to-be-taught-how-to-negotiate/

Payne, R. K. (2015, June 11). What interventions are critical for foster children in generation K? *Youth Today.* Retrieved from http://youthtoday.org/2015/06/what-interventions-are-critical-for-foster-children/

Payne, R. K. (2015, April 16). How to develop youth in under-resourced neighborhoods. *Youth Today.* Retrieved from http://youthtoday.org/2015/04/developing-youth-in-under-resourced-neighborhoods/

Payne, R. K. (2015, March 16). How to tell if your youth intervention will be effective. *Youth Today.* Retrieved from http://youthtoday.org/2015/03/how-to-tell-if-your-youth-intervention-will-be-effective/

Payne, R. K. (2015, February 16). How do you teach kids from poor households about money? *Youth Today.* Retrieved from http://youthtoday.org/2015/02/how-do-you-teach-kids-from-poor-households-about-money/

Payne, R. K. (2015). Keeping students safe from harm. *AMLE Magazine, 3*(3), 36–37.

Payne, R. K. (2015). BYOD? Issues for students from poverty. *AMLE Magazine, 3*(1), 23–24.

Payne, R. K. (2015). School improvement: A process to use at the district/campus level. *SEEN: Southeast Education Network Magazine, 17*(1), 40–41.

Payne, R. K. (2015). Helping students understand the rigors of assessment text. *AMLE Magazine, 2*(5), 32–34.

Payne, R. K. (2014). Mitigating factors: Negative neighborhoods and student learning. *AMLE Magazine, 2*(3), 16–18.

Payne, R. K. (2014). Calibrating student work to drive achievement. *AMLE Magazine, 1*(9), 14–15.

Payne, R. K. (2014). How to make working with parents work. *AMLE Magazine, 1*(7), 20–22.

Payne, R. K. (2014). Are you helping or hurting your students? *AMLE Magazine, 1*(6), 14–16.

Payne, R. K. (2013). Working with under-resourced gifted students. *AMLE Magazine, 1*(3), 14–15.

Payne, R. K. (2013). When discipline issues are emotional issues. *Middle Ground, 16*(3), 9–10. Retrieved from http://www.amle.org/Publications/MiddleGround/Articles/February2013/Article3 tabid/2800Defaultaspx

## Publications—Articles (continued)

Payne, R. K. (2009). The 10 dynamics of poverty: By understanding the barriers created by poverty, schools can help overcome them. *Leadership Compass, 6*(4), 1–3. Retrieved from http://www.naesp.org/resources/2/Leadership_Compass/2008/LC2009v6n4a2.pdf

Payne, R. K. (2009). How the environment of poverty (having fewer resources) impacts cognition and learning. Retrieved from http://www.ahaprocess.com/wp-content/uploads/2013/08/Understanding-Poverty-How-Poverty-Impacts-Cognition-Learning.pdf

Payne, R. K. (2009). Moving from middle class to situational poverty—from stability to instability: What you can do to help your students and parents during the present economic downturn. *Instructional Leader, 22*(3), 1–4. Retrieved from http://www.ahaprocess.com/files/Article-Payne-May2009.pdf

Payne, R. K. (2009). What can the faith community do to address poverty? It can use a human capacity model that results in the development of resources. Retrieved from http://www.ahaprocess.com/files/Article-FaithCommunityAddressResources.pdf

Payne, R. K. (2009). What information does *A Framework for Understanding Poverty* have that cannot be obtained easily from other sources? Why do critics love to hate it and practitioners love to use it? Retrieved from http://www.ahaprocess.com/wp-content/uploads/2016/01/What-Info-Does-Framework-Have-2.pdf

Payne, R. K. (2008). Nine powerful practices: Nine strategies help raise the achievement of students living in poverty. *Educational Leadership, 65*(7), 48–52. Retrieved from http://www.ascd.org/publications/educational-leadership/apr08/vol65/num07/Nine-Powerful-Practices.aspx

Payne, R. K. (2007). Six basic components of classroom and discipline management. *Instructional Leader, 20*(1), 1–9. Retrieved from http://www.ahaprocess.com/files/Newsletter_InstuctionalLeader_PayneJan2007.pdf

Payne, R. K. (2006, July 14). Blog entry: A response to "The classist underpinnings of Ruby Payne's framework." Retrieved from http://www.tcrecord.org/content.asp?contentid=12593

Payne, R. K. (2006). Effectively communicating standards to parents: Standards must be in lay terms and demonstrated to parents in order for them to understand how their children are doing. *Leadership Compass, 4*(2), 1–3. Retrieved from http://www.naesp.org/resources/2/Leadership_Compass/2006/LC2006v4n2a4.pdf

Payne, R. K. (2006, July 18). A response to "Poverty and education: A critical analysis of the Ruby Payne phenomenon." Retrieved from http://www.tcrecord.org/content.asp?contentid=12597

Payne, R. K. (2004). No Child Left Behind, part IV: Parent and community involvement. *Instructional Leader, 17*(6), 1–2, 9–12. Retrieved from http://www.tepsa.org/associations/9767/files/Publications/ILSampleRubyPayne4.pdf

Payne, R. K. (2003). No Child Left Behind, part III: How do you develop and measure intellectual capital in school systems (buildings and districts)? *Instructional Leader, 16*(4), 1–3. Retrieved from http://www.tepsa.org/associations/9767/files/Publications/ILSampleRubyPayne3.pdf

Payne, R. K. (2003). No Child Left Behind, part II: How do we develop intellectual capital of children in poverty? *Instructional Leader, 16*(3), 1–5. Retrieved from http://www.tepsa.org/associations/9767/files/Publications/ILSampleRubyPayne2.pdf

Payne, R. K. (2003). No Child Left Behind: What's really behind it all?—part I. *Instructional Leader, 16*(2), 1–3. Retrieved from http://www.tepsa.org/associations/9767/files/Publications/ILSampleRubyPayne1.pdf

Payne, R. K. (2003). Where do we go from here? How do communities develop intellectual capital and sustainability? Retrieved from http://www.ahaprocess.com/wp-content/uploads/2013/08/Community-Development-Where-Do-We-Go.pdf

Payne, R. K. (1996). Campuswide interventions that improve student achievement. *Instructional Leader, 9*(6), 4–10.

Payne, R. K. (1996). Understanding and working with students and adults from poverty. *Instructional Leader, 9*(2), 1–5.

Payne, R. K. (1996). Understanding and working with students and adults from poverty: Building learning structures inside the head. *Instructional Leader, 9*(3), 1–4, 12.

Payne, R. K. (1996). Working with students from poverty: Discipline. *Instructional Leader, 9*(4), 2–5.

Payne, R. K., & DeVol, P. E. (2009). Impacting two generations at once: Refocusing parent training to develop human capacity and community sustainability. Retrieved from http://www.ahaprocess.com/wp-content/uploads/2013/08/Parent-Engagement-Training-Impacting-Two-Generations-at-Once.pdf

Payne, R. K., & DeVol, P. E. (2008). Health and poverty through the lens of economic class: An invitation to healthcare providers to create new models for better serving people in poverty. Retrieved from http://preview.ahaprocess.com/Community_Programs/Best_Practices/files/HealthPovertyArticle_DeVolPayne.pdf

## Selected Presentations

Feb 8, 5, 22, 2023 Alaska Council of School Administrators/Alaska Staff Development Network

March 1-2, 2023 Mexican American Opportunity Foundation, Montebello, CA

March 8-10, 2023 Hawaii Department of Education, Honolulu, HI

Sept 6-7, 2023 The Great Game of Business, Kansas City, MO

October 16-20, 2023 – Cooperative Educational Services, Moriarty-Edgewood ISD, Moriarty, NM

Leadership Florida, Bridges Out of Poverty, Howey-In-The-Hills, FL, December 6, 2022

West Virginia Association of Elementary and Middle School Principals, Keynote, White Sulphur Springs, WV, December 5, 2022

Kansas Principals Association (KPA), Keynote, Wichita, KS, November 15, 2022

Kentucky Association of Elementary and Secondary School Principals (KAESP) Keynote, Louisville, KY, November 14, 2022

Tennessee Principal Association (TPA), Keynote, Pigeon Forge, TN, November 14, 2022

Salvation Army, Emotional Poverty in All Demographics, Corpus Christi, TX, October 14, 2022

Pennsylvania Principals Association (PPA), Keynote, Lancaster, PA, August 8, 2022

Rhode Island Association of School Principals, Keynote, Kingston, RI, August 3, 2022

Missouri Association of Elementary School Principals Conference (MAESP), Keynote, Osage Beach, MO, March 3, 2022

Texas Association of School Administrators Midwinter (TASA), Keynote, Austin, TX, January, 30, 2022

Wyoming Association of Elementary and Middle School Principals, Keynote, Lander, WY, January 25, 2022

School Administrators of Montana (SAMMT), Keynote, Bozeman, MT, January 24, 2022

Association of Educational Service Agencies (AESA) Annual Conference, Keynote, Houston, TX, December 4, 2021

Hawaii State Department of Education, Honolulu, HI (online), November 30, 2021

Northwest Regional Educational Service Alliance, Keynote, Wilkesboro, NC, November 1, 2022

Region VIII Superintendent Study Group, Keynote, Virginia Beach, VA, September 27, 2021

Association of Educational Service Agencies (AESA) Keynote, Richardson, TX, July 22, 2021

National Association of Elementary School Principals (NAESP), Keynote, Chicago, IL, July 8, 2021

Texas Association of Secondary School Principals (TASSP), Virtual Conference, Keynote, June 17, 2021

Arkansas State University Education Renewal Zone, Hornet Arena, Bryant, AR, June 3, 2021

Texas Association of School Administrators (TASA), Midwinter Virtual Conference, January 25, 2021

Fairbanks North Star Borough School District, Fairbanks, AK, September 25, 2020

East Texas Human Needs Network, Tyler, TX, January 31, 2020

Tallahassee Community College, Tallahassee, FL, October 23, 2019

The Reform Alliance, Springdale, AZ, September 7, 2019

BOOST Cooperative, Palm Springs, CA, May 1, 2019

Assisi Foundation of Memphis, Inc., Memphis, TN, March 6, 2019

Green River Regional Educational Cooperative, Bowling Green, KY, November 14, 2018

West Georgia RESA, Grantville, GA, August 3, 2018

Texas A&M University–Corpus Christi, College of Business, Corpus Christi, TX, April 24, 2018

South Georgia Technical College, Americus, GA, March 13, 2018

Arizona Transition Conference, Scottsdale, AZ, August 28, 2017

Bright Futures USA, Searcy, AR, July 20, 2017

Community Foundation of Elkhart County, Elkhart, IN, May 16, 2017

Bright Futures USA, Rolla, MO, February 17, 2017

EARCOS (East Asia Regional Council of Schools), Kuala Lumpur, Malaysia, October 28–29, 2016

Texas Association of School Administrators (TASA), Austin, TX, January 25, 2016

Hope Through Housing, Rancho Cucamonga, CA, October 22, 2015

The Association of International Schools of India, Mumbai, India, September 25, 2015

National Association of School Boards, Nashville, TN, March 22, 2015

## Selected Presentations (continued)

Tennessee Department of Human Services, Nashville, TN, November 20, 2014

Central States [Bankers] Conference, June 27, 2014

Mississippi Association of Federal Program Directors, June 16, 2014

Georgia School Boards Association, Savannah, GA, June 13, 2014

Kansas Association for the Medically Underserved, Wichita, KS, June 12, 2014

U.S. Soccer Foundation, Washington, DC, May 2, 2014

St. Joseph's Health System, College Station, TX, March 19, 2014

Habitat for Humanity of Greater Charlottesville, Charlottesville, VA, March 9, 2014

Goodwill Industries International, Inc., New Orleans, LA, February 24, 2014

Florida A&M University, Tallahassee, FL, February 21, 2014

Indiana Bankers Association, December 18, 2013

Lamar University: ExxonMobil Scholar-in-Residence, Beaumont, TX, March 21–22, 2013

A Framework for Understanding Poverty and Bridges Out of Poverty Trainer Certification,  Hawker Brownlow Professional Services, Melbourne, Australia, February 25–27, 2013

California League of Schools, Long Beach, CA, February 24, 2012

Heart of Missouri United Way, Columbia, MO, August 11, 2011

Assisi Foundation, Memphis, TN, April 22–23, 2011

Limerick Education Centre Under Auspices of Department of Education and Skills, Ireland, April 17–21, 2011

National School Board Association, Sacramento, CA, April 10, 2011

Hawker Brownlow Seventh Annual Thinking and Learning Conference, Melbourne, Australia, May 26–30, 2010

Department of Education and Poverty, Reading, Berkshire, United Kingdom, January 27, 2010

European Middle School Conference, Budapest, Hungary, January 22–24, 2010

Department of Education and Head Start, Augusta, ME, October 29, 2009

Kosice Regional Self-Government, Kosice, Slovakia, April 21, 2008 Association for Social Reform in Slovakia, Kosice, Slovakia, April 20, 2008

Florida Department of Education, Orlando, FL, January 14, 2008

Chattanooga State Community College, Chattanooga, TN, January 4, 2008

Federal Reserve Board of Governors, Washington, DC, November 15, 2007

American Student Achievement Institute, Indianapolis, IN, February 5, 2007

Montana Association of Elementary and Middle School Principals, Helena, MT, January 31, 2007

One Columbus Community Vision—A Diverse Community Working Together, Columbus, GA, January 18, 2007

Virginia Association for Supervision and Curriculum Development, Williamsburg, VA,  December 1, 2006

Beijing Institute of Education, Beijing, China, November 18–25, 2006

Maine Principals' Association, Augusta, ME, November 17, 2006

Washington Association for Supervision and Curriculum Development, Spokane, WA, November 4, 2006

Puhinui School, Auckland, New Zealand, July 13–14, 2006

China and U.S. Conference for Educational Leadership, Beijing, China, June 24, 2006

Laguna Department of Education, State of New Mexico, Laguna, NM, June 2006

Interactive Innovations Conference, Prince George, British Columbia, Canada, May 25, 2006

State of New Mexico Department of Labor, Albuquerque, NM, April 27, 2006

American Association of School Administrators, San Diego, CA, February 25, 2006

Colorado Association of School Executives, Broomfield, CO, February 3, 2006

Rhode Island Association of School Principals, Cranston, RI, December 14, 2005

State of New Mexico, Lt. Gov. Diane Denish's Office, Albuquerque, NM, November 2005

Nebraska Health and Human Services, Lincoln, NE, November 14, 2005

Ewing Marion Kauffman Foundation, Kansas City, MO, October 17, 2005

Conference of Southwest Foundations, San Antonio, TX, September 24, 2005

Harvard National Institute for Urban School Leaders, Harvard Graduate School of Education, Cambridge, MA, July 30, 2005

## Selected Presentations (continued)

Summer Institute for Principals, Harvard Graduate School of Education, Cambridge, MA, June 27, 2005
New Mexico Public Education Department, Santa Ana Pueblo, NM, May 5, 2005
Pennsylvania School Counselors Association State Conference, State College, PA, April 20, 2005
Central Minnesota Community Foundation, St. Cloud, MN, March 15, 2005
National School Conference Institute, Scottsdale, AZ, March 5, 2005
State Council for Education Research and Training, New Delhi, India, February 4, 2005
Delta Kappa Gamma, International Chapter, Sequin, TX, December 9, 2004
Association of California School Administrators, San Diego, CA, November 5, 2004
Annual Conference of Southwest Foundations, Tucson, AZ, September 24, 2004
Early Childhood Leadership Conference, Memphis, TN, September 11, 2004
Walt Disney World Educator Symposium, Lake Buena Vista, FL, August 28, 2004
National Council for Community and Education Partnerships, Washington, DC, July 2004
National Conference of State Legislatures, Salt Lake City, UT, July 21, 2004
Tasmania Teacher Trainer Seminar, Launceston, Tasmania, Australia, July 12, 2004
Harvard University Summer Institute for Principals, Cambridge, MA, July 2, 2004
Leadership Pensacola Conference, Pensacola, FL, April 8, 2004
Vermont Consortium for School Leadership, South Burlington, VT, March 30, 2004
Psychotherapy Association's 30th International Conference, Colorado Springs, CO, January 30, 2004
British Columbia Alternative Education Association, Vancouver, British Columbia, Canada,
    January 22, 2004
Volunteers of America, New York, NY, July 22, 2003
Public Broadcasting System, Ready to Learn, Arlington, VA, July 17, 2003
Principals' Center for Educational Leadership, Princeton, NJ, July 11, 2003
CN8 Money Matters Today, Comcast Cable TV [syndicated business news show], Philadelphia, PA,
    September 22, 2003
State of New Mexico Department of Education, Albuquerque, NM, September 17, 2003
Harvard University Summer Institute for Principals, Cambridge, MA, July 8, 2003
Council of Chief State School Officers Conference, New Orleans, LA, November 9, 2002
New York Superintendents Association, Rochester, NY, October 8, 2002
Los Angeles County Department of Education, Los Angeles, CA, September 2002
Tasmania State Department of Education Conference, Hobart, Bernie, and St. Helens, Tasmania,
    Australia, July 3–5, 2002
Goodwill Industries Annual Conference Keynote, Austin, TX, April 26, 2002
Texas Association of School Boards Keynote, El Paso, TX, April 20, 2002
Exceptional Educators of Manitoba Annual Conference, Winnipeg, Manitoba, Canada, April 18, 2002
New England Middle Schools Association, Providence, RI, March 27, 2002
Palm Beach Literacy Council Keynote, Palm Beach, FL, October 27, 2001
Colorado Governors Meeting, Denver, CO, August 28, 2001
Center for Training, Launceston, Tasmania, Australia, May 14–16, 2001
Colorado Governors Conference Keynote, Denver, CO, March 17, 2001
Association for Supervision and Curriculum Development, New Orleans, LA, 2000
Gallup School District on Navajo Reservation, Gallup, NM, September 19–20, 2000
National Association of Elementary School Principals, San Francisco, CA, 1999
Adult Education Conference Keynote, Columbus, IN, January 23, 1998
Goshen Community Schools, Goshen, IN, September 1997
Numerous presentations on poverty, including Texas Middle School Association, Texas Elementary
    Principals and Supervisors Association, Texas Association for Supervision and Curriculum
    Development, American Association of School Administrators, and other districts, 1995–2000

## Previous Professional Activities

Phi Delta Kappa
Delta Kappa Gamma
Texas Association for Supervision and Curriculum Development
National Staff Development Council
American Association of School Administrators
National Staff Development Council Program Planning Committee for 1988 conference
IDEA Fellow, 1990, 1992, 1993, 1995
Manuscript reviewer for National Staff Development Council quarterly publication, 1989–1993
Member of North Central Association accreditation team for three high schools
Associate member of Illinois State Administrators' Academy
Adjunct professor for National Louis University, Evanston, IL
Co-chair of Texas State Board Committee to update Texas Teacher Appraisal System, 1994

## Media

"3 ways the social entrepreneurship model can help your business achieve hypergrowth,"
  *Forbes,* Stephanie Burns, September 9, 2019.
"Author Ruby Payne draws crowd at poverty talk," *Columbia Daily Tribune,* Janice Silvey,
  August 12, 2011
"What every church member should know about poverty," WSRE Public Television, *Food for
  Thought* series, Pensacola, FL, December 15, 2009
"The class-consciousness raiser," *New York Times Magazine,* Paul Tough, June 10, 2007
"Author's poverty views disputed yet utilized," *Washington Post,* Ian Shapira, April 15, 2007
"South Bend mayor emphasizes five directives in state of city address," *South Bend Tribune,*
  Jamie Loo, February 5, 2007
"Speaker: Student-teacher bonds critical," *Helena Independent Record,* Alana Listoe,
  February 1, 2007
"They get tissues, $5 bill and a real rose; Bridges Out of Poverty program guides difficult
  journey to a better life," *South Bend Tribune,* May Lee Johnson, November 2, 2006
"Expert discusses teaching impoverished children," *Baltimore Examiner,* Ron Cassie,
  August 16, 2006
"Lifting up low income students," *Press Enterprise,* David Olson, March 20, 2006
"Working with pro bono clients," *Bench & Bar,* Minneapolis, MN, Martha Delaney and Scott
  Russell, August 1, 2005
"Assessing poverty," *Education World,* Ellen Delisio, November 1, 2004
"Money matters with Ruby Payne," *CN8 News,* Lynn Doyle, March 2004
"Breaking through the class ceiling," *Hope Magazine,* Diane Claitor, October 1, 2003

## Awards

2020 Book Awards: IPPY Gold Medal award (Best Adult Non-Fiction Informational ebook) for *Before You Quit Teaching: Tools, Resources, and Hope for New Teachers in High-Poverty Classrooms*

2020 eLit Book Awards: Bronze Medal award for *Before You Quit Teaching: Tools, Resources, and Hope for New Teachers in High-Poverty Classrooms* ebook

2019 Book Awards: IPPY Bronze Medal award from Independent Publisher Book Awards for *Emotional Poverty in All Demographics*

2018 Kirkland Distinguished Visiting Executive, Texas A&M University–Corpus Christi, College of Business, Corpus Christi, TX

2018 Book Awards: IPPY Bronze Medal award from Independent Publisher Book Awards for *Research-Based Strategies*

2014 REVERE Awards: Golden Lamp Award Winner for Professional Development for *A Framework for Understanding Poverty* from Association of Educational Publishers (AEP)

2011 Book Awards: IPPY Gold Medal Award from Independent Publisher Book Awards for *Removing the Mask*; IPPY Silver Medal Award for *Why Don't They Just Get a Job?*; Distinguished Achievement Award Winner, Innovation Award Finalist, and Golden Lamp Award Finalist from Association of Educational Publishers (AEP) for *Investigations into Economic Class in America*

Brock International Education Award Nominee, 2002, 2006, 2008

Culture for Service Awardee, Goshen College, Goshen, IN, 2007

2007 Inductee, June Harless Center for Rural Educational Research and Development Hall of Fame, Educator of the Year Award, Marshall University, Huntington, WV

Delta Kappa Gamma Members in Print Award for Alpha State, 1996, 1999, 2002, 2003

Monumental Small Business Award Nominee, Lee College, Baytown, TX, 2003

"Unsung Hero," *Baytown Sun,* March 2002

"Boss of the Year," Goose Creek Consolidated Independent School District, TX, 1994

## Areas of Expertise

- Adult development
- Assessment (state and local)
- Communication skills
- Community sustainability
- Current research in brain processing, learning, cooperative learning
- Current research in cognition, reading, writing, leadership, gifted/talented
- Curriculum development, K–12, in all subject areas
- Discipline management and classroom management
- Effective schools research and practices
- Effective teaching practices
- Group dynamics
- Instructional design (theory and practice)
- Presentation design and development
- Program evaluation and teacher evaluation
- School improvement planning process
- Staff development
- Training trainers
- Working with students from poverty