



# Ruby K. Payne, Ph.D.

aha! Process, Inc. (800) 424-9484 office  
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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., & 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. (2024). *Working with parents: Building relationships for student success* (3rd rev. ed.). 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.
- Staley, 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/2800Default.aspx>

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## 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](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](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](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](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

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## 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

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## 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