

Dr Ruby K. Payne- a short Bio

-founder of **aha!** Process, is dedicated to positively impacting the education and lives of individuals in poverty. Since the mid-1990s she has been speaking to audiences around the world about the effects of poverty on students, families, and communities and how to better understand and support people from all economic backgrounds.

Dr. Payne has been a career educator and has served in many roles, including teacher, principal, and administrator. She has worked with thousands of organisations—schools, businesses, social services, law enforcement, church groups, and more—to get rid of the barriers to success posed by economic class differences among people and groups. Dr. Payne works with organizations in countries throughout the globe, including the U.S., Canada, India, the United Kingdom, Japan, Australia, Slovakia

Dr. Payne is the author of numerous books, including *A Framework for Understanding Poverty* (more than 1 million copies sold) and *Bridges Out of Poverty*.



Educator

- Professional educator since 1972—from high school teacher, principal, and central office administrator to educational consultant
- Provides training in how to work effectively with individuals from all economic classes
- Has trained hundreds of thousands of professionals since 1996
- Has certified more than 7,000 trainers in *Framework* (A Frame works for Understanding Poverty)
- Mission: to positively impact the education and lives of individuals in poverty throughout the world
- Ph.D., Educational Leadership and Policy Studies, Loyola, IL; M.A., English Literature, Western Michigan University, MI; B.A., Goshen College, IN



Speaker

- Expert on poverty and mindsets of economic classes

- Accessible, engaging style, using humor and stories

- Message relevant to business leaders, educators, community and social service workers

- Helps find creative and practical solutions to the challenges of working across socioeconomic lines and building sustainable communities

- Speaks extensively, with past engagements including Australia Conference on Thinking and Learning, China and U.S. Conference on Educational Leadership, PBS, Harvard's Summer Institute for Principals, SCERT (Delhi, India), Tasmania Teacher Training, New Zealand, Slovakia, The School Leadership Center of Trinidad and Tobago, National Conference of State Legislatures (U.S.), Annual Conference of Southwest Foundations, NY Superintendents Association, Chief Officers of State School Departments (U.S.)



Author

- *Research Based Strategies: Gap for Under-Resourced Students Narrowing the Achievement*, 2008

~ Two handy charts easily access more than 50 research-based strategies

- *Under-Resourced Learners: 8 Strategies to Boost Student Achievement*, 2008

~ Assesses student resources to determine best strategies and interventions ~ More proven, practical strategies that can be used immediately

- *A Framework for Understanding Poverty*—foundational work, 1996

~ Has sold more than 1,000,000 copies ~ Teaches the hidden rules and mindsets of economic class ~ Teaches specific strategies for overcoming poverty's obstacles

- *Bridges Out of Poverty: Strategies for Professionals and Communities* (co-author), 2000

~ Has led to a model for building sustainable communities ~ Basis of partnership with the National Circles™ Campaign to eliminate poverty

- Also wrote and co-authored more than a dozen books surrounding issues of poverty in areas of education, social services, the workplace, communities, churches, and leadership

aha! Process Gives Back

aha! Process and its founder Ruby Payne have always generously given back to the communities they serve and the employees that serve the communities. Through a combination of pro bono trainings and workshops, contributions to schools, nonprofits, government agencies, and churches, an employee tuition benefit, and more, **aha!** Process has given **\$2,219,838** back to the community since 2003