

# ZAHIDE ALACA

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## CURRENT POSITION

**Senior Research Analyst** 2022–  
Population Analytics and Insights Unit, Analytics and Measurement Branch, Business Intelligence and Practice Division, Ontario Ministry of Children, Community and Social Services, Toronto, ON

## PREVIOUS POSITIONS IN THE ONTARIO PUBLIC SERVICE

**Data Analyst** 2022  
Population Analytics and Insights Unit, Analytics and Measurement Branch, Business Intelligence and Practice Division, Ontario Ministry of Children, Community and Social Services, Toronto, ON

**Policy Analyst** 2015–2016  
Children and Youth at Risk Branch, Policy Development and Program Design Division, Ontario Ministry of Children and Youth Services, Toronto, ON

## EDUCATION

**PhD**, Educational Leadership and Policy, University of Toronto 2022  
Dissertation: Schools, summers, and educational inequality  
GPA: 4.0/4.0

**MSW (Master of Social Work)**, Carleton University 2015  
Concentration: Social administration and policy  
Project: Reconciliation and equity movements for First Nations children and families: An evaluation of Shannen’s Dream, Jordan’s Principle, and I am a Witness  
GPA: 12.0/12.0

**BSW (Bachelor of Social Work)**, Honours, Carleton University 2013  
Thesis: Going to school: Young children’s perceptions of their relationships with their teachers  
GPA: 12.0/12.0

## GRANTS, FELLOWSHIPS & HONOURS

Nominee, Governor General’s Gold Medal, University of Toronto	2023
Nominee, Leithwood Award for Outstanding Thesis of the Year, University of Toronto	2023
Sociology of Education Best Student Paper Award, Canadian Sociological Association	2022
COVID-19 Program Completion Award, University of Toronto, \$1,550	2021
Doctoral Completion Award, University of Toronto, \$11,000	2020–2021
Doctoral Completion Award, University of Toronto, \$4,500	2019–2020
Doctoral Fellowship, Social Sciences and Humanities Research Council of Canada, \$80,00	2016–2020
Kingsbury Research Award, Northwest Evaluation Association	2019
Funding Grant, University of Toronto, \$19,000	2015–2019
Thomas R. Ten Have Award, Atlantic Causal Inference Conference	2018
Education Research Scholar, Summer Program in Quantitative Methods of Social Research, Inter-university Consortium for Political and Social Research, University of Michigan	2017
Academic Excellence Award, University of Toronto, \$2,000/award	2015, 2016, 2017
Ontario Graduate Scholarship, \$15,000	2015–2016
Senate Medal for Outstanding Academic Achievement, Carleton University	2015
Joseph-Armand Bombardier Canada Graduate Scholarship—Master’s, Social Sciences and Humanities Research Council of Canada, \$17,500	2013–2014
Ontario Graduate Scholarship, \$15,000, Declined	2013–2014
Governor General’s Medal, Carleton University	2013
University Medal in Social Work, Carleton University	2013
Research Experience for Undergraduate Students, Carleton University, \$2,250	2012–2013
Dean’s Honour List, Carleton University	2009–2013
Entrance Scholarship, Carleton University, \$12,000	2009–2013
Social Sciences and Humanities Research Council of Canada Institutional Undergraduate Student Research Award, Carleton University, \$8,500	2012
Social Sciences and Humanities Research Council of Canada Institutional Undergraduate Student Research Award, Carleton University, \$6,500	2011

## PUBLICATIONS

### Peer-Reviewed Journal Articles

- Wodtke, G. T., Alaca, Z., & Zhou, X. (2020). Regression-with-residuals estimation of marginal effects: A method of adjusting for treatment-induced confounders that are also moderators. *Journal of the Royal Statistical Society: Series A (Statistics in Society)*, 183(1), 311–332. <https://doi.org/10.1111/rssa.12497>

### Book Reviews

- Alaca, Z., & Davies, S. (2018). Review of Solving the achievement gap: Overcoming the structure of school inequality. *Teachers College Record*.
- Alaca, Z. (2017). Review of Excellence gaps in education: Expanding opportunities for talented students. *Roeper Review*, 40(1), 67–69.

### Working Papers

- Using multilevel piecewise growth models to test theories of educational inequality: Caveats.
- Within-student stability in learning trajectories: Revisiting the narrative on summer learning.
- Treatment sequence as dosage: The case of multiyear summer learning programs.
- The random forest estimator: A tutorial and empirical example of Catholic school effects.

### Program Evaluations

- Alaca, Z., Carroll, S., Larson, E., Pries-Klassen, M., Rajendram, S., & Wu, L. (2017, April). *OISE: What's it like for you? A report on the OISE Graduate Students' Association (GSA) student survey on accessibility*. Toronto, ON: Ontario Institute for Studies in Education of the University of Toronto.
- Alaca, Z., Anglin, C., & Thomas, K. J. (2015, July). *Reconciliation and equity movements for First Nations children and families: An evaluation of Shannen's Dream, Jordan's Principle, and I am a Witness*. Ottawa, ON: First Nations Child and Family Caring Society of Canada.
- ★ Required reading in SOWK 510: First Nations' Social Issues, University of British Columbia, 2015–2016, 2016–2017, 2017–2018.
- Alaca, Z., Hay, A., Lawlor, J., & Maggi, S. (2015, February). *The Kids in Ottawa Project: Final report*. Ottawa, ON: Kids in Ottawa Project.

## CONFERENCE PRESENTATIONS

- Alaca, Z. (2022, May). *Summer a fer summer, do the same students fall further and further behind in math and reading?* Presented at the Annual Conference of the Canadian Sociological Association. (Virtual platform)
- ★ Received Sociology of Education Best Student Paper Award
- Alaca, Z., & Davies, S. (2019, August). *(In)stabilities in learning trajectories: Revisiting the narrative of summer learning losses*. Presented at the Annual Meeting of the American Sociological Association, New York, NY.
- Wodtke, G. T., Alaca, Z., & Zhou, X. (2019, May). *Regression-with-residuals estimation of marginal effects: A method of adjusting for treatment-induced confounders that are also moderators*. Presented at the Atlantic Causal Inference Conference, Montreal, QB.
- ★ Received Thomas R. Ten Have Award
- Alaca, Z., & Davies, S. (2019, April). *Catholic school effects on achievement: New insights from machine learning techniques*. Presented at the Annual Meeting of the American Educational Research Association, Toronto, ON.

- Alaca, Z. (2019, March). *Dosage effects in time-varying educational interventions: The case of summer numeracy programs*. Presented at the Annual Conference of the Association for Education Finance and Policy, Kansas City, MO.
- Ahmed, M., Alaca, Z., Ali, A., & Irons, J. L. (2017, May). *Exploring the survival strategies of private faith-based schools in the Greater Toronto Area*. Presented at the Annual Conference of the Canadian Society for the Study of Education, Toronto, ON.
- Alaca, Z., & Davies, S. (2017, May). *Summer numeracy trajectories in Ontario*. Presented at the Annual Conference of the Canadian Society for the Study of Education, Toronto, ON.
- Ahmed, M., Alaca, Z., Ali, A., & Irons, J. L. (2016, June). *Exploring the strategies of private faith-based schools in a new era of increased competition*. Presented at the Annual Conference of the Canadian Society for the Study of Education, Calgary, AB.
- Alaca, Z. (2015, June). *Resilience in high-poverty schools*. Presented at Pathways to Resilience III: Beyond Nature vs. Nurture, Halifax, NS.
- Alaca, Z., Anglin, C., & Thomas, K. T. (2015, June). *Researching equity campaigns for First Nations children and families*. Presented at the Annual Conference of the Canadian Association for Social Work Education, Ottawa, ON.
- Alaca, Z., & Maggi, S. (2015, May). *Going to school: Young children's perceptions of their relationships with their teachers*. Presented at the Annual Conference of the Canadian Society for the Study of Education, Ottawa, ON.
- Alaca, Z., Theriault, J., Ali, R. A., Maggi, S., Hay, A., & Lawlor, J. (2015, May). *The Kids in Ottawa Project: Supporting children's transition to school through community-based research*. Presented at C2UExpo, Ottawa, ON.
- Alaca, Z., Anglin, C., Thomas, K. T., & Auger, A. (2015, May). *Reconciliation-based initiatives and the First Nations Child and Family Caring Society of Canada*. Presented at C2UExpo, Ottawa, ON.
- Hay, A., Lawlor, J., Alaca, Z., & Maggi, S. (2014, May). *Does involvement in community-based programs improve language skills of preschool children?* Presented at Development 2014, Ottawa, ON.
- Hay, A., Alaca, Z., & Maggi, S. (2014, April). *Kids in Ottawa Project: The role of community resilience on school readiness outcomes*. Presented at the National Conference on Undergraduate Research, Lexington, KY.
- Lawlor, J., Alaca, Z., & Maggi, S. (2014, April). *Community connections workshops: Helping children and families with the transition to kindergarten through parental engagement and community support*. Presented at the National Conference on Undergraduate Research, Lexington, KY.

## INVITED RESEARCH TALKS

Alaca, Z. (2019, January). *Schools, summers, and inequality: Using novel quantitative methods to examine the effects of summer learning programs on student numeracy skills.*

Department of Sociology, York University, Toronto, ON.

Alaca, Z. (2019, January). *Are more summers better? The effects of successive attendance in summer numeracy programs on student numeracy skills.* Toronto Inequality Workshop,

Department of Sociology, University of Toronto, Toronto, ON.

Alaca, Z., & Davies, S. (2018, January). *Are learning trajectories consistent? A longitudinal look at summer and school year learning.* Toronto Inequality Workshop, Department of

Sociology, University of Toronto, Toronto, ON.

## OTHER RESEARCH EXPERIENCE

**Senior Research Assistant—Sociodemographic Segregation Between Schools** 2020–2022

With Dr. Anna Katyn Chmielewski, Educational Leadership and Policy, University of Toronto and Dr. Elizabeth Dhuey, Management, University of Toronto Scarborough

**Research Assistant—University–School Board Partnerships** 2016

With Dr. Scott Davies, Educational Leadership and Policy, University of Toronto

**Research Coordinator—Kids in Ottawa Project** 2012–2013

With Dr. Stefania Maggi, Institute of Interdisciplinary Studies, Carleton University

**Research Assistant—Investment, Financial Markets, and the Great Depression** 2011

With Dr. Huntley Schaller, Economics, Carleton University

**Research Assistant—Formal Volunteering with Newcomers: The Perspectives of Volunteers** 2010

With Dr. Behnam Behnia, Social Work, Carleton University

## SOCIAL WORK EXPERIENCE

**Coordinator, Back to School Campaign** 2013

Sadaqa Food Bank, Ottawa, ON

**Coordinator, Kids in Ottawa Project** 2012–2013

Institute of Interdisciplinary Studies, Carleton University, Ottawa, ON

**School Social Work Intern** 2011–2012

Notre Dame High School, Ottawa Catholic School Board, Ottawa, ON

## **TEACHING EXPERIENCE**

### **Exploratory Data Analysis with R—Undergraduate**

Program for Accessing Research Training, University of Toronto Mississauga  
Instructor, Winter 2018, Winter 2019, Fall 2019

### **Multilevel and Longitudinal Modelling—Graduate**

Department of Leadership, Higher and Adult Education, University of Toronto  
Teaching Assistant, Winter 2019 • Invited Lecturer, Winter 2019: Using piecewise growth models to test seasonal theories of educational inequality

### **Intermediate Statistics in Educational Research: Multiple Regression Analysis—Graduate**

Department of Leadership, Higher and Adult Education, University of Toronto  
Teaching Assistant, Winter 2017, Winter 2018 • Invited Lecturer, Winter 2018: Regression Diagnostics and a Review of Interactions

### **Quantitative Research Practicum—Graduate**

Department of Leadership, Higher and Adult Education, University of Toronto  
Teaching Assistant, Winter 2018

### **People and Power in Organizations—Graduate**

Department of Leadership, Higher and Adult Education, University of Toronto  
Invited Lecturer, Fall 2017, Winter 2018: Developing a Research Program

### **Research Methods in Social Work—Undergraduate**

School of Social Work, Carleton University  
Invited Lecturer, Winter 2015: Participatory Action Research and the First Nations Principles of OCAP® (Ownership, Control, Access, and Possession)

### **Introduction to Social Work and Social Welfare—Undergraduate**

School of Social Work, Carleton University  
Teaching Assistant Coordinator, Fall 2014 • Teaching Assistant, Fall 2013

### **Introduction to Economics—Undergraduate**

Department of Economics and Centre for Initiatives in Education, Carleton University  
Enriched Support Program Workshop Facilitator, 2011–2012, 2012–2013

### **Childhood in the Canadian Context—Undergraduate**

Institute of Interdisciplinary Studies, Carleton University  
Teaching Assistant, Fall 2012 • Invited Lecturer, Fall 2012: Child Abuse in Canada

## **CERTIFICATE IN TEACHING IN HIGHER EDUCATION**

Certificate in Teaching in Higher Education, University of Toronto, 2018

## **REVIEW ACTIVITIES**

### **Peer-Reviewed Journals**

Reviewer, Canadian Journal of Higher Education 2022, 2023

### **Peer-Reviewed Conferences**

Reviewer, Canadian Society for the Study of Education 2022

Reviewer, Canadian Educational Researchers' Association 2018

## **OTHER SERVICE ACTIVITIES**

Ambassador, Ontario Institute for Studies in Education of the University of Toronto (OISE/UT) 2018–2019

Panelist, SSHRC Doctoral Awards Workshop, OISE/UT 2016, 2017, 2018

Panelist, Developing a Research Program, OISE/UT 2017, 2018

Chair, Academic Submissions and Reviews Committee, Annual Graduate Student Research Conference, OISE/UT 2017–2018

Discussant, Leadership, Higher and Adult Education Colloquium, OISE/UT 2017

Advisor, Graduate Students' Association Accessibility Committee, OISE/UT 2016–2017

Member, Academic Submissions and Reviews Committee, Annual Graduate Student Research Conference, OISE/UT 2015–2016

Delegate, Carleton University Graduate Association of Social Work, Conference of the Canadian Association of Social Work Education 2015

Notetaker, Paul Menton Centre for Students with Disabilities, Carleton University 2009–2015

## **PROGRAMMING & STATISTICAL SOFTWARE**

Python, R, Stata, SQL, SPSS

## **LANGUAGES**

English (native), Turkish (native), and French (fluent)