

CTE Programs: Feedback, Findings, and Future Planning



Board Presentation

May 11, 2026



Luis Ahumada
Director of K-12 San Antonio



Melissa Turnbaugh, AIA
CTE Subject Matter Expert,
Firmwide PreK-12 Market Leader



Larissa Flores
Chief Instructional Officer



Heather Willis
Director of Career &
Technical Education



Ramiro Guerrero
Executive Director of Operations

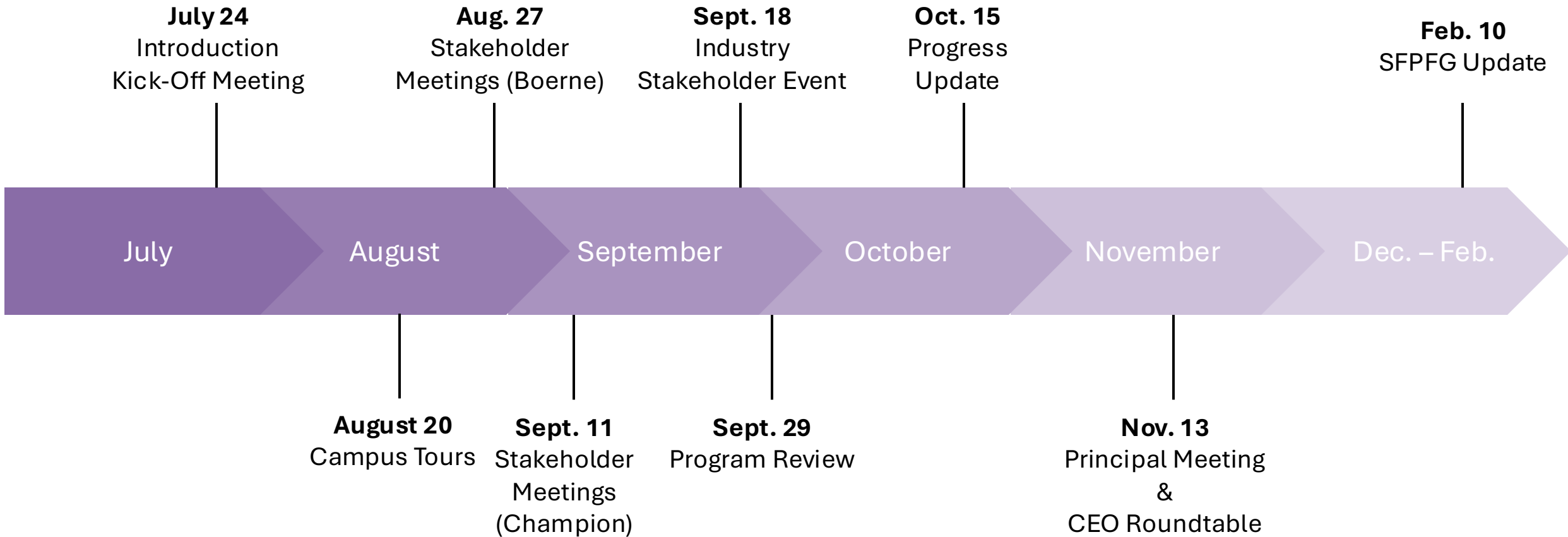


Our Charge

To partner with Boerne ISD in reimagining Boerne Middle School North through a collaborative planning process that aligns enrollment and expansion needs with a forward-thinking vision for Career and Technical Education (CTE).

Our goal is to create a facility that reflects community values, prepares students for future careers, and strengthens district growth through inclusive engagement, data-informed programming, and strategic conceptual planning.





* Monday afternoon weekly standing project meetings



Campus Tours

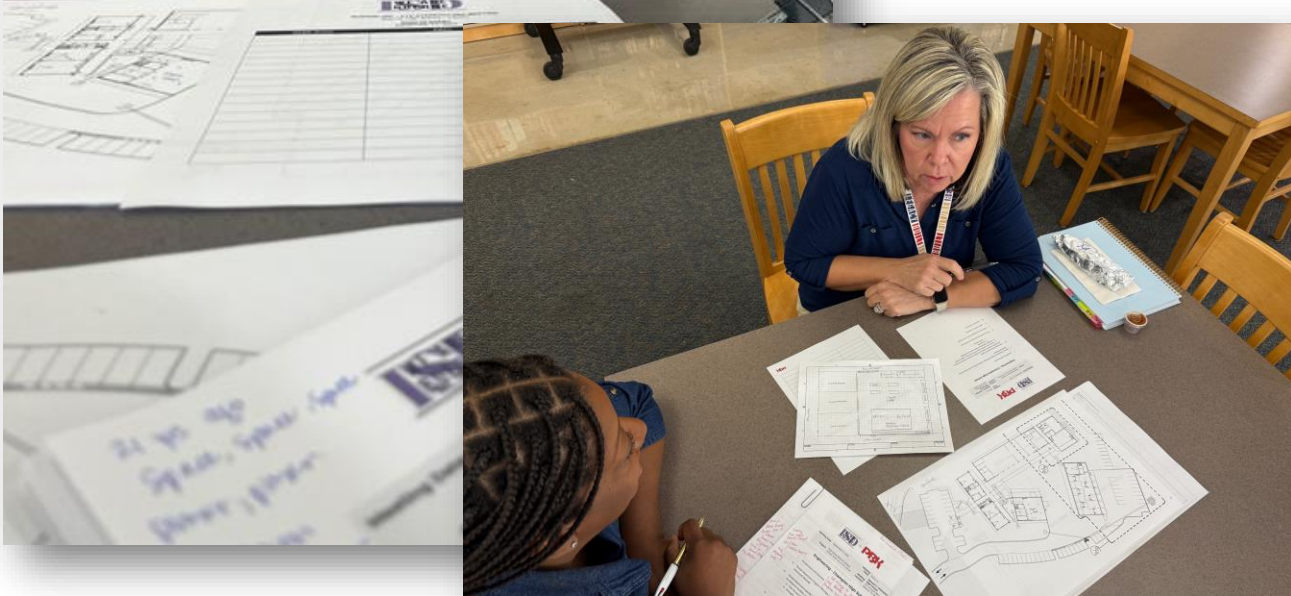


July

August

September

October



Health Science – Boerne High School

Part of the Public Service Pathway, Health Sciences PTECH

Students can receive Certified Clinical Medical Assistant Certification

Attendees:

- Selina Schubart
- Dr. Vanessa Smith
- Lisa Reeh

Program Overview

- Focus Area: Health Science
- Year 1: Planning phase
- Cohort Enrollment:
 - Cohort 1: 200 students
 - Cohort 2: 150 students
 - Cohort 3: Expected to grow
- All students receive CPR training

Certificates:

- EKG Tech (newest one)
- CBR2 (currently)
- Phlebotomy (want to add)
- Level 1 EMT (future)

Space & Capacity Challenges

- Building space was exceeded within one year of opening.
- At peak times, up to 25% of high school students were enrolled in classes.
- 216 students attend six classes, making group activities difficult.
- Business classes currently occupy space; unclear impact when additional classes are built out next year.
- Classroom spaces are not appropriate for current class sizes.
- No convening/planning space available for teachers.
- Classroom doors not wide enough. Hospital beds don't fit.
- Outdoor area used as flexible space:
 - Presents safety concerns
 - Becomes an unwanted student gathering area
 - Teachers are required to monitor both classroom and hallway

Teacher & Staff Needs

- Interest in a teacher workroom and lounge area
- No permanent teacher desk area with convenient access

Program Growth is Driving Space Needs

Most departments require additional classrooms, labs, or specialized spaces to accommodate expanding programs.

Emphasis on Hands-On, Career-Ready Learning

Increased demand for maker spaces, labs, simulation areas, and real-world environments (e.g., kitchens, patient care rooms, drill areas).

Need for Specialized & Industry-Standard Facilities

Programs are seeking spaces aligned with industry practices (e.g., broadcast studios, healthcare simulation, paint booths, commercial kitchens).

Storage & Support Spaces are Critical Gaps

Consistent need for adequate storage, workrooms, and back-of-house support across multiple programs.

Opportunities to Optimize Existing Space

Some campuses can better utilize current facilities to support growth before expanding footprint.

Site & Outdoor Space Integration

Select programs require dedicated outdoor or ancillary spaces to fully support training and practice.

July

August

September

October

Industry Stakeholder Event



What three words describe the future of your industry?



CAN I ASK YOU A QUESTION?

What are the emerging trends in your industry?

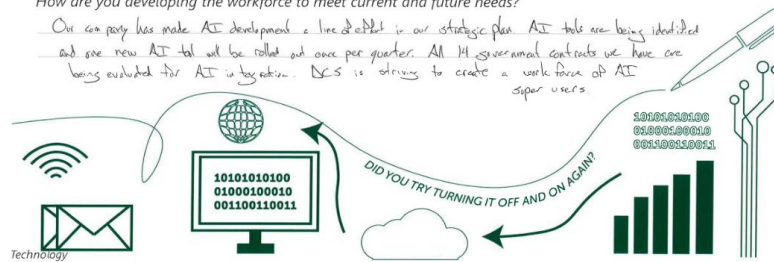
Artificial Intelligence and Machine Learning are being incorporated into almost every request for proposal for defense contracting. The government desires advanced analytics for most professional services contracts. Also experiencing 30% growth in cybersecurity field.

How do your facilities support the work of your organization?

We have a secure facility to ensure CMMC Level II compliance.

How are you developing the workforce to meet current and future needs?

Our company has made AI development a line of effort in our strategic plan. AI tools are being identified and one new AI tool will be rolled out once per quarter. All 14 government contracts we have are being evaluated for AI integration. DCS is striving to create a work force of AI super users.



CAN I ASK YOU A QUESTION?

Colt McCormac
Energy

What are the emerging trends in your industry?

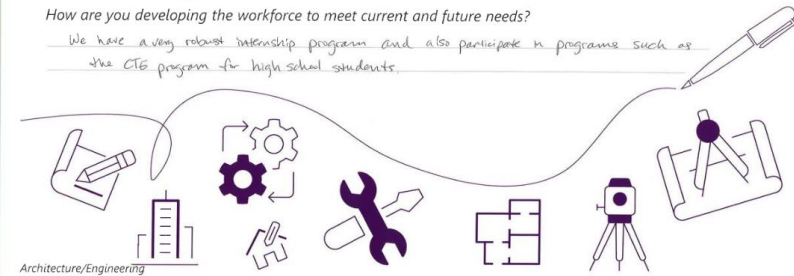
The emergence of AI is going to create a greater need for data centers and a way of power them.

How do your facilities support the work of your organization?

We have four offices in Texas and provide a space for collaboration, innovation, and culture building.

How are you developing the workforce to meet current and future needs?

We have a very robust internship program and also participate in programs such as the CTE program for high school students.



July

August

September

October

MIDDLE SCHOOL SURVEY

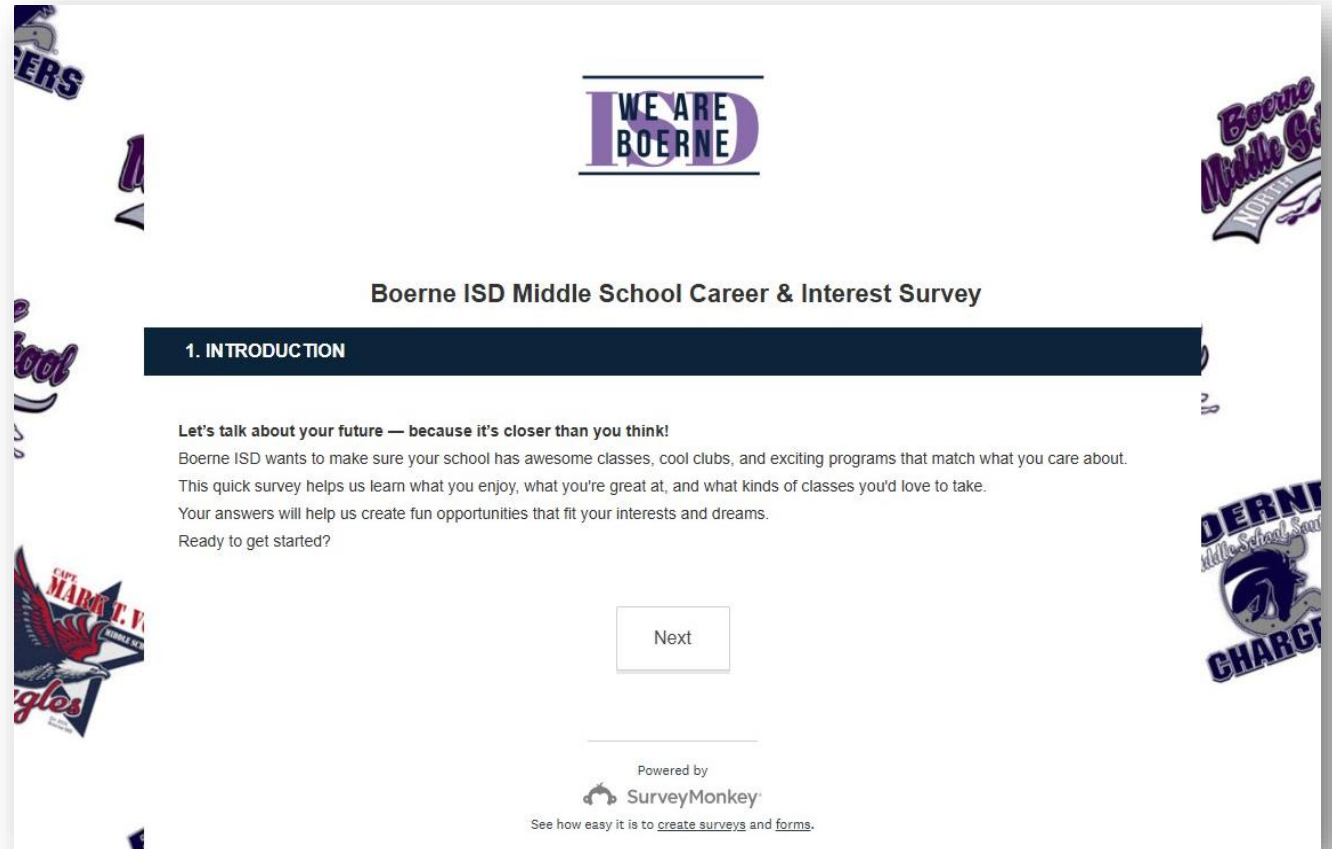
Career & Interest Survey

Boerne ISD is exploring the future of CTE including additional classes and programs.

A targeted online survey gathered input from middle school students, focusing on their career goals and interests to inform planning decisions.

Total Responses: 1,462 students

Campuses: North 27% | South 36% | Voss 37%



July

August

September

October

MIDDLE SCHOOL SURVEY

Total Responses: 1,462 students

Campuses: North 27% | South 36% | Voss 37%

Top Career Interests

- Health Science & Medicine
- Engineering & Technology
- Business & Entrepreneurship

Main Motivators

- Enjoy activities
- Fun/exciting
- High pay

Key Strengths

- Hands-on work
- Problem-solving
- Helping/leading others

Most Requested Skills

- Entrepreneurship
- Coding
- Trades
- Communication
- Medical skills

If we offered a fun, career-focused elective class next year, which type would you be most excited to take?



July

August

September

October

Created a Building Program

Recommendations

- **Programs with large enrollment stay at home campuses**
 - Health Science
 - Agriculture
- **Intensive programs with growing interest move to MSN**
 - Engineering
 - Culinary
 - AACTV
 - JROTC
- **Existing smaller programs backfill space at home campuses**
 - Entrepreneurship
 - Education - Future Teachers
- **Establishment of new programs**
 - First Responders – EMT & Fire Science
 - Aviation
 - Construction Science (Champion)





Boerne Middle School North



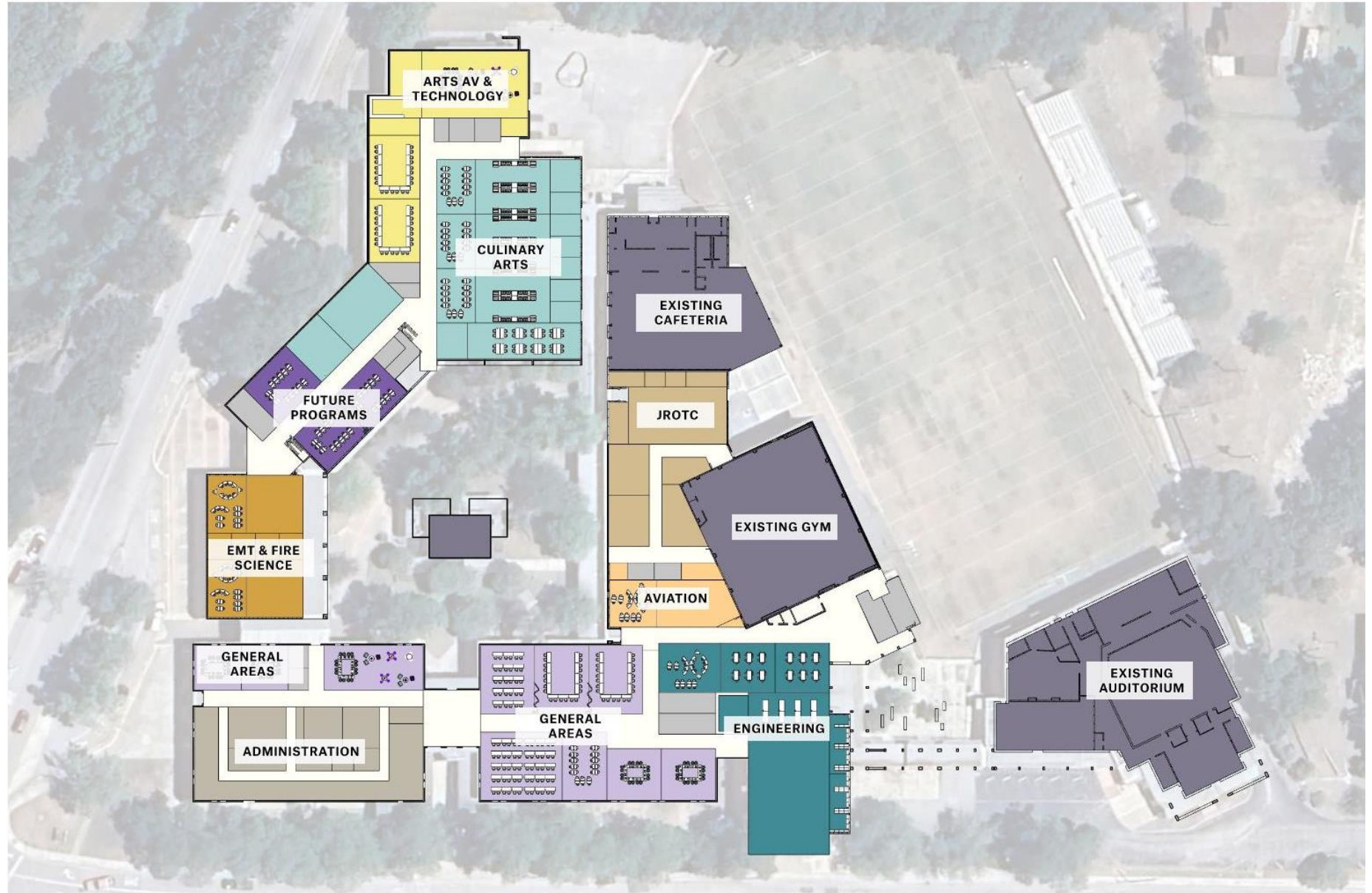
Boerne Champion High School



Boerne High School

LEGEND

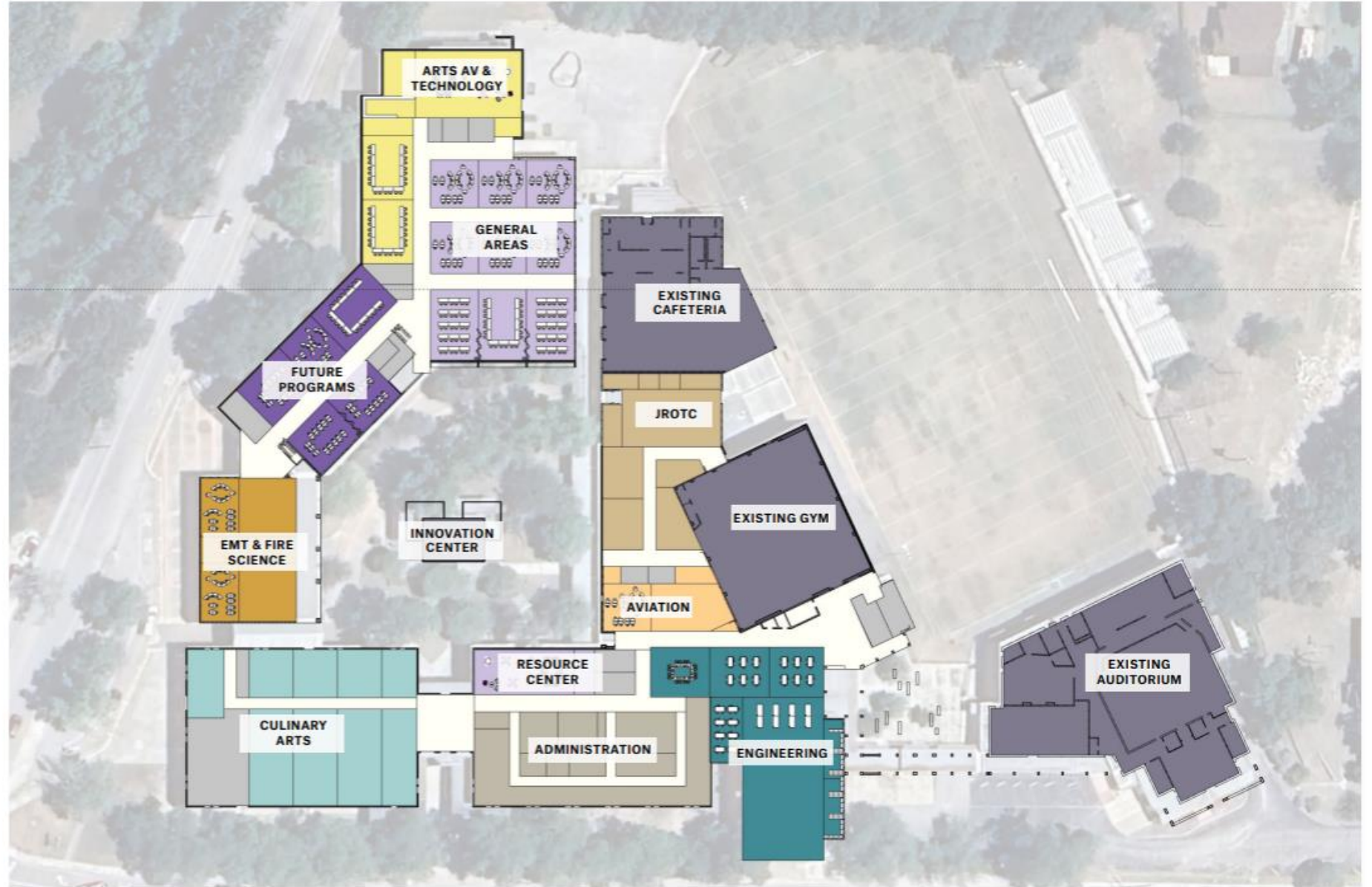
- ADMIN
- GENERAL AREAS
- EMT & FIRE SCIENCE
- AVIATION
- ENGINEERING
- AIR FORCE JROTC
- CULINARY ARTS
- ARTS AV & TECHNOLOGY
- FUTURE PROGRAMS
- EXISTING TO REMAIN



BOERNE MIDDLE SCHOOL NORTH CONCEPT SCOPE

LEGEND

- ADMIN
- GENERAL AREAS
- EMT & FIRE SCIENCE
- AVIATION
- ENGINEERING
- AIR FORCE JROTC
- CULINARY ARTS
- ARTS AV & TECHNOLOGY
- FUTURE PROGRAMS
- EXISTING TO REMAIN

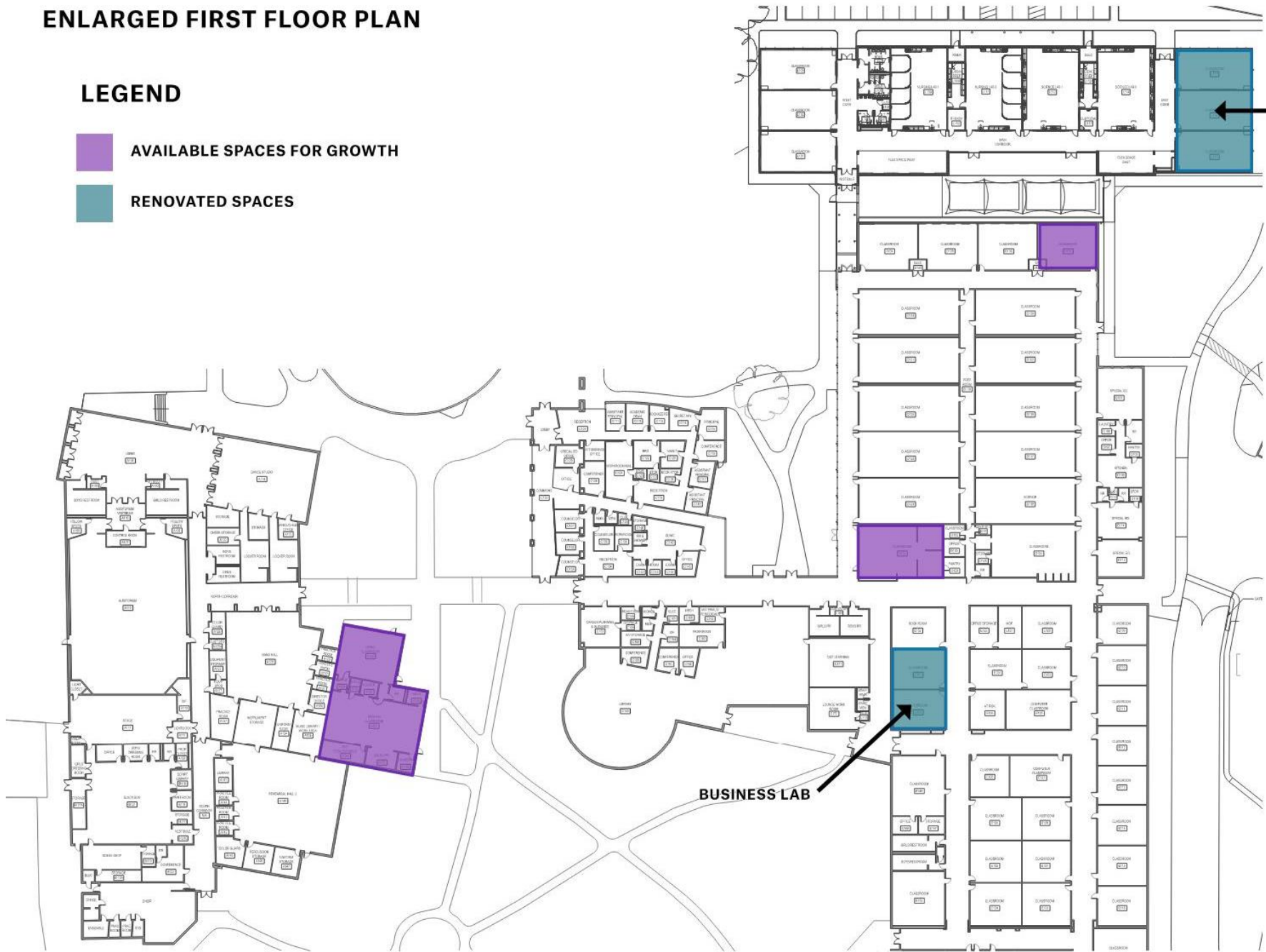


BOERNE MIDDLE SCHOOL NORTH CONCEPT SCOPE

ENLARGED FIRST FLOOR PLAN

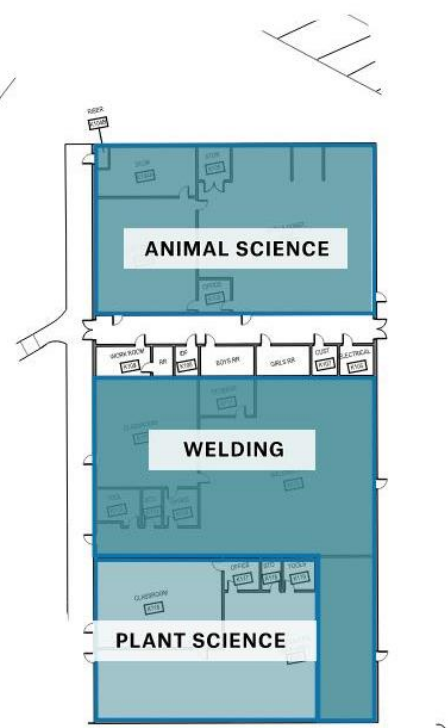
LEGEND

-  AVAILABLE SPACES FOR GROWTH
-  RENOVATED SPACES



HEALTH SCIENCE

BUSINESS LAB



ENLARGED AG BLDG

BOERNE HIGH SCHOOL CONCEPT SCOPE

ENLARGED FIRST FLOOR PLAN

LEGEND

- AVAILABLE SPACES FOR GROWTH
- RENOVATED SPACES

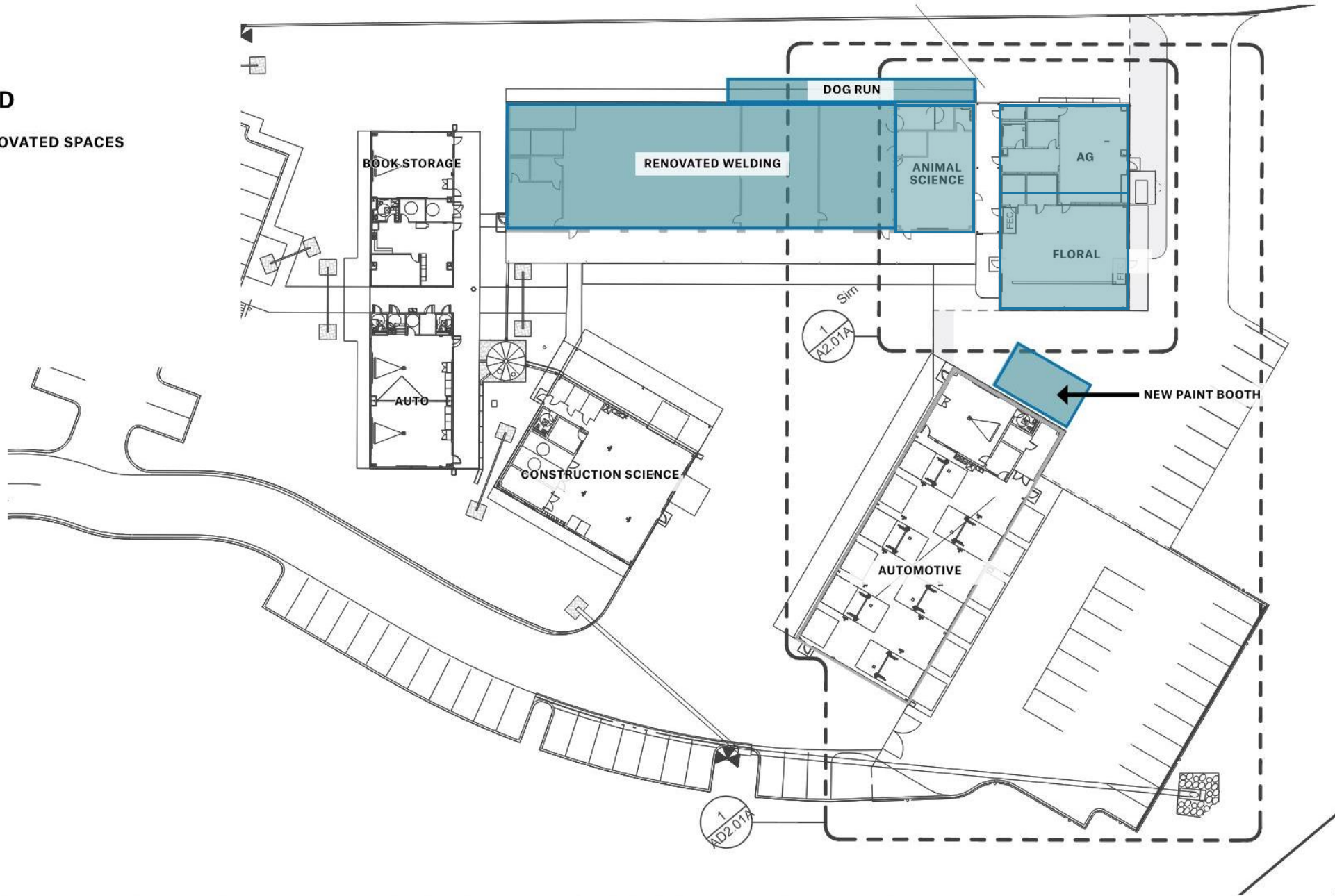


CHAMPION HIGH SCHOOL CONCEPT SCOPE

ENLARGED FIRST FLOOR PLAN: THE RANCH

LEGEND

 RENOVATED SPACES



CHAMPION HIGH SCHOOL CONCEPT SCOPE

Stakeholder Meetings

Principal's Meeting



Academics: Add core classes and flexible space to reduce travel and ease capacity.

Site: Address parking and traffic constraints.

Community: Leverage partnerships for broader use.

Design: Preserve historic character.

Planning: Align timeline, relocation, and transition.

CEO Roundtable



Trends: Growing interest in entrepreneurship and AI.

Student Readiness: Improve soft skills, professionalism, and interview readiness.

Internships: Strengthen fundamentals; extend internship duration.

Industry: Create a hub for collaboration and recruitment

Strategic Facilities Planning Focus Group



Maximize & Grow: Use existing facilities to expand CTE and career pathways.

Community & Revenue: Create visible, multi-use spaces that support partnerships and generate funding.

Function & Safety: Improve circulation, parking, and daily operations.

Flexibility & Identity: Design adaptable spaces that strengthen campus character and support long-term growth.

November

December

January

February



THANK YOU!

