



**THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FL**

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April 15, 2021

Superintendent Donald E. Fennoy II, Ed.D.
3300 Forest Hill Blvd.
Suite C-316
West Palm Beach, FL 33406

Dear Dr. Fennoy,

This letter serves as notice of my intent to step down as your Chief of Police. With more than 40 years in the law enforcement profession, I have made the decision to take on new challenges outside of the District. As you know, I initially accepted this esteemed position out of a genuine sense of passion and commitment to keeping our children and staff safe following the tragic events in Parkland. As part of your leadership team, I have been able to enhance the capabilities of the School Police Department through a significant hiring campaign, leveraging technology, strengthening policies and protocols, collaborating with our mental health professionals, and building a “We are school safety” culture.

I would be remiss if I did not begin by acknowledging the hard work and dedication of the brave men and women, sworn and civilian, of the school police department, who are bound by a common philosophy of supporting and protecting our students and staff. If the unthinkable were ever to happen, our officers are committed to going down the hallway, alone, to do whatever it takes to protect our children. That is an unwavering commitment, and I am extremely proud of them.

Together, we have established the benchmark for school-based policing, which features a unique school safety ecosystem. We have built a robust and effective Youth Court Program, because, like you, I believe to my core that our young students need our guidance as they work towards correcting their mistakes, some of which could have a dire impact on their future success. We launched the Tactical Operations Center (TOC), which provides real-time situational awareness and incident command during planned events and emergency situations. Your School Police Department led the initiative to create the Active Shooter Hostile Event Response (ASHER) plan, a multidisciplinary agreement between dozens of agencies throughout the County. We have broadened our training and capabilities through initiatives in numerous critical areas, such as behavioral mental health, de-escalation, discriminatory profiling, and threat assessments. Together, and with the help of my Principal’s Advisory Group, we have established strong crisis response plans, drills, and continue to work diligently to enhance trust and nurture bonds

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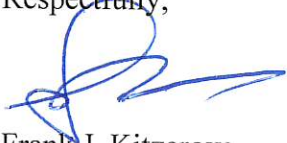
between our students and the police. This is just a small portion of the progress that your School Police Department has made under my leadership.

It is said that you know you have achieved your goals when you can leave a job better than you found it. While that is certainly the case, to me, this was not simply a job. The Palm Beach County School Police Department in place today is more prepared than ever to protect our students and staff, work collaboratively with local agencies, respond to crisis situations, and build relationships between officers and children.

During my tenure, I have achieved the innovative goals that I set for school safety and security. All of this progress, and my confidence in the team presently in place, were very instrumental in my decision to take on new challenges outside of the District.

Please know from the bottom of my heart, it has been my honor and privilege to serve as your Chief of Police. Thank you for the opportunity!

Respectfully,



Frank J. Kitzerow
Chief of Police