



Fire and Police Commission

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Memorandum

To: Board of Fire and Police Commissioners

From: Leon W. Todd
Executive Director

Date: June 25, 2026

RE: SOI – School Resource Officer Program

This memo summarizes recent changes by the Milwaukee Police Department (MPD) to the department's Standard Operating Procedures (SOPs) and/or Standard Operating Instructions (SOIs).

SOI – School Resource Officer Program

- This newly created SOI establishes the requirements for the School Resource Officer (SRO) program. The SRO program is responsible for providing educational resources, law enforcement information and advice, and serving as a positive law enforcement presence within Milwaukee Public Schools (MPS).
- Per the policy, SROs shall collaborate with MPS staff, parents, and students using community-oriented policing philosophies to build relationships, solve problems, and enforce the law. Other key provisions of the policy include:
- SROs will not be assigned solely to one school, but will be mobile to reach more schools and students; however, the officers will collaborate regularly at schools agreed upon between MPS and MPD.
- In addition to addressing crime and protecting lives and property, SROs shall provide community referrals when requested and/or an identified need exists.
- SROs shall also strive to assist MPS officials with any research-based intervention measures, including, but not limited to, Crime Prevention Through Environmental Designs (CPTEDs), that may reduce crime and disorder within and around the school.
- SROs are also required to be able to de-escalate incidents and use alternative responses (e.g., resource referrals instead of citations) when interacting with young people. Members should not participate in enforcing MPS code of conduct violations unless that participation is necessary under the circumstances.

- Per the SOI, the commanding officer of the Community Resource Division, or designee, shall attend monthly meetings with the MPS safety director to discuss any matters regarding scheduling, response, or the execution of the MOU between MPD and MPS, and shall also meet at least semi-annually at the end of each semester to consult with school administration about SRO compliance and performance.
- The SOI also outlines the SRO selection process and candidate requirements.
- Those selected for the SRO program will be required to complete the 40-hour SRO training course sponsored by the National Association of School Resource Officers (NASRO) and will be fully trained and well versed in the NASRO approach to policing within the MPS School District, as set forth within Wis. Stat. § 62.90(8). SROs will receive additional training from MPS related to MPS Code of Conduct identification of school disciplinary issues and threats to school safety, MPS school security plan and emergency operations manual and procedures, Seclusion/Restraint, Family Education Rights and Privacy Act (FERPA) standards, bullying, restorative practices, and Positive Behavior Interventions and Supports (PBIS).