THE INDEPENDENT SCHOOL
GROUP RETIREMENT PLAN

COMPARE WITH CLARITY: A FIDUCIARY CHECKLIST FOR INDEPENDENT SCHOOLS

Retirement plan decisions come with responsibility. As a Head of School, CFO, or HR Director, you're not just checking a box—you're making a decision that impacts your school community for years to come. That decision deserves clarity. Use this checklist to evaluate your options through a fiduciary lens.

COST & FEES

[ ] What are the all-in costs to the school and to plan participants?
[ ] Is pricing based on a flat model or a percentage of assets under management (AUM)?
[ ] Are there any hidden or layered fees?

FIDUCIARY DUTY & GOVERNANCE

[ ] Who makes fiduciary decisions, and who holds liability?
[ ] Is fiduciary responsibility shared with or transferred to a provider?
[ ] How is plan oversight structured and documented?

PLAN ADVISORS & INFLUENCE

[ ] Is your current advisor affiliated with any board members or staff?
[ ] How were they selected?
[ ] Were alternative providers evaluated during the last plan review?

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VALUE & PERFORMANCE

[ ] Can we benchmark this plan against others serving independent schools?
[ ] Does the provider offer expert support and guidance?
[ ] Are investment options well-diversified and competitively priced?

ADMINISTRATION & TRANSITION

[ ] Is administrative support included in the plan or billed separately?
[ ] What would the transition timeline and responsibilities look like?
[ ] Will staff be supported with education and resources?

ELIGIBILITY & ACCESS

[ ] Can schools of all sizes and locations participate in the plan?
[ ] Are part-time or seasonal employees eligible?

TRANSPARENCY & CLARITY

[ ] Is the provider proactive with clear reporting and communications?
[ ] Are we getting regular, jargon-free updates?

You're welcome for the clarity.
Learn more at: www.indyschoolretirement.org

This guide is for informational purposes only and does not constitute legal, tax, or investment advice.